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November, 1943

Psychological Bulletin

RECOMMENDATIONS OF THE INTERSOCIETY CONSTITUTIONAL CONVENTION OF PSYCHOLOGISTS

I. STATEMENT OF THE JOINT CONSTITUTIONAL COMMITTEE OF THE APA AND THE AAAP

On the following pages are presented the By-Laws proposed for a reconstituted American Psychological Association, together with a statement prepared by the Continuation Committee of the Intersociety Constitutional Convention. These By-Laws were originally prepared by the Continuation Committee, which was charged with the responsibility of putting the recommendations and deliberations of the Convention into the form of By-Laws for presentation to the constituent societies. The By-Laws submitted by the Continuation Committee were discussed at length by the Council of Directors of the American Psychological Association and by the Board of Governors of the American Association for Applied Psychology and were transmitted to the business meetings of the respective associations at Northwestern University, Evanston, Illinois, September 1 and 2, 1943. Both Associations approved the proposed By-Laws in principle and authorized their transmission to the membership. A joint constitutional committee was established by the two societies which was to incorporate the modifications and revisions suggested by the governing boards and the business meetings and then submit the revised By-Laws to the memberships of the two associations for comment and suggestions prior to the circularization of the memberships in the Spring of 1944 for the final mail vote.

In taking the responsibility for these revisions, prior to the final vote, the two societies are acting in accordance with the instructions given by the Convention which, in Article XVIII, limited initiating action to these two societies. Expressions of opinion are, however, being sought from all psychologists, irrespective of their society membership.

A very important question upon which the assistance of psychologists is sought is found in the Divisional structure of the pro-

posed society. The sample ballot on page 646-47 has been prepared by the Joint Committee and will be submitted by mail at a later date. At the same time all psychologists will be urged to send in suggestions, criticisms and comments for the guidance of the Joint Committee in their revisions.

This is the first general circularization of the By-Laws. In the Spring of 1944, after revision in accordance with the suggestions received, the membership of the societies will again be circulated for a mail vote of acceptance or rejection. The results of this vote will be presented at the meetings of the societies in the Fall and become the basis for such final action as may be taken.

The Joint Committee will appreciate early and careful reading of the proposed By-Laws, discussion of their contents and implications among groups of psychologists, and the prompt return by individual psychologists of the Survey of Opinion with comments and criticisms on the By-Laws, when the blank is circulated. All correspondence should be addressed to the Secretary of the Joint Committee: DR. C. M. LOUTTIT, 4606 Cheltenham Drive, Bethesda (14), Md.

Respectfully submitted,

THE JOINT CONSTITUTIONAL COMMITTEE,

FOR THE AMERICAN PSYCHOLOGICAL ASSOCIATION

JOHN E. ANDERSON

WILLARD L. VALENTINE

ERNEST R. HILGARD, *Chairman Joint Committee*

FOR THE AMERICAN ASSOCIATION FOR APPLIED PSYCHOLOGY

ALICE I. BRYAN

C. M. LOUTTIT, *Secretary Joint Committee*

SIDNEY L. PRESSEY

RECOMMENDATIONS OF THE INTERSOCIETY CONSTITUTIONAL CONVENTION OF PSYCHOLOGISTS

II. STATEMENT BY THE CONTINUATION COMMITTEE OF THE CONVENTION

The Convention met in New York City, May 29-31, 1943. All but one of the twenty-six delegates or their alternates were present throughout the three days of sessions.

While nearly all the Delegates were initially in favor of some sort of communalization of psychological effort in America, there was at first a considerable divergence of views. The early discussion brought out preferences for (1) a loose federation of societies supporting a common secretarial office, (2) such adaptation of the present By-Laws of the American Psychological Association as would render that society adequate to American psychological activities, and (3) the formation of a new society to replace all the old ones.

As the discussion advanced, the Delegates came gradually into substantial agreement, finding that a loose federation would not accomplish their purposes and that an entirely new society would be impracticable. They voted: "It is the sense of this Convention that we accept the principle of an ideal unified organization, but believe that it can be best accomplished by a reconstitution of the existing national societies."

It presently became obvious to the Convention that the new society must combine the functions and atmospheres of the American Psychological Association and the American Association for Applied Psychology, leaving room for the inclusion of the Psychometric Society and the Society for the Psychological Study of Social Issues. It did not appear that the other societies would find it practicable to be included within the new society except by affiliation.

It also became clear that the new organization must be centered about functional interest-groups and remain flexible as to its degree of centralization and decentralization. The present plan, which is recommended herewith, was devised to create autonomous Divisions for every existing interest-group which wishes to function as a whole, whether it be small or large (fifty members or more), and to leave these Divisions free to delegate to the Central Office of the Association such functions as that Office may carry

on more economically, or to withdraw these functions from the Office when the Divisions so desire. By assigning only the general functions to the new society and reserving all specific rights to the individual sections, with power to delegate them, the Convention thought to secure democracy in law and efficiency in fact. Herein lies the basic philosophy of the present recommendations.

The Convention was ultimately forced to the conclusion that this new society could be realized only by a reconstitution of the present structure of the American Psychological Association in such a way that it include within its expanded structure the functional interests and professional atmosphere of the American Association for Applied Psychology. The Convention recommends, therefore, a *de facto* amalgamation of these two societies under new forms and a *de jure* continuation of the older society, with its appropriate name, its prestige and also with the commitments which deeds of gift have placed upon it. The flexible form which results from these recommendations also provides amply for the adherence of the two other important societies mentioned above.

It is possible to regard these recommendations either as a merger of societies in a new society or as a reorganization of the American Psychological Association to include the interests and functions of the other societies. The Convention urges upon the memberships of the societies the recognition of the fact that these two expressions of the change are actually identical in meaning.

The Convention in session prepared a set of By-Laws and made many recommendations concerning them. It then appointed a Continuation Committee to redraft the By-Laws. This Committee, acting through correspondence, revised the By-Laws once and secured from all the Delegates but two (who did not reply before the dead-line set) approval and suggestions for changes. The Committee then met in New York on August 7-8, 1943, and took account of the Delegates' suggestions, criticized their own work and prepared the present draft, which it submits to the societies.

Since the principles of this draft have already been approved by the Delegates, it is expected that the Delegates will make such special representations as they desire to their respective societies in support of these recommendations.

The Convention authorized this form of explicit recommendation, because the presentation of principles without specific implementation would have left agreement among the constituent societies practically impossible.

This draft is now being sent to the Delegates and to the Officers of the constituent societies with recommendations that the societies adopt it. A tremendous amount of work has already gone into its preparation—somewhat more than one thousand man-hours of discussion, correspondence and verbalization. Some modifications of statement are still needed; opportunity will be provided for these before final enactment.

The Convention recommends that the new form of organization be established as soon as it has been accepted by the American Psychological Association and the American Association for Applied Psychology, with opportunity for the other societies to adhere.

The Continuation Committee supposes that the governing bodies of the constituent societies will make recommendations to their business meetings in September, 1943, and secure authorization to circulate these By-Laws to their memberships during the following year. It hopes that the American Association for Applied Psychology can secure adoption of the new plan by the Summer of 1944, that the American Psychological Association can secure moral sanction for it by a mail vote of its members so that it can formally adopt it in September, 1944, even though there be but a skeleton business meeting at that time. In that case, the year 1944-45 would become a transition year during which elections of the new Council of Representatives and other new officers could be completed, so that the new organization could begin to serve in 1945-46.

THE CONTINUATION COMMITTEE

GORDON W. ALLPORT

JOHN E. ANDERSON

EDWIN G. BORING

EDGAR A. DOLL

ALICE I. BRYAN, *Secretary*

ERNEST R. HILGARD, *Chairman*

RECOMMENDATIONS OF THE INTERSOCIETY CONSTITUTIONAL CONVENTION OF PSYCHOLOGISTS

III. BY-LAWS APPROPRIATE TO A RECONSTITUTED AMERICAN PSYCHOLOGICAL ASSOCIATION

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ARTICLE I

Object

1. The object of the American Psychological Association shall be to advance psychology as a science, as a profession, and as a means of promoting human welfare.

ARTICLE II

Membership

1. The Association shall consist of three classes of members: Fellows, Associates, and Life Members.

2. Fellows of the Association shall be persons who are primarily engaged in the advancement of psychology as a science and as a profession, and who have met standards of proficiency as described below. Fellows shall be entitled to all the rights and privileges of the Association without restriction. (All those now Members of the existing APA and those now Fellows of the existing AAAP shall be Charter Fellows of the Association.)

3. Associates shall be persons who are interested in the advancement of psychology as a science and as a profession, and who are either in train-

ing or in practice in psychology or a field of closely allied interest. Associates shall be entitled to all the rights and privileges of the Association, except those specifically denied them in these By-Laws. (Present APA Associates and AAAP Associates shall be Charter Associates.)

4. Life Members shall be persons who, having reached the age of sixty-five years and having been Associates or Fellows of the Association for at least twenty years, request such status. Although Life Members shall be exempt from paying dues, they shall retain all other rights and privileges of the Association except that of receiving journals covered by membership subscriptions. They may subscribe for such journals, if they so desire, at the rate paid by the Association for active members. (Life Members of the existing APA shall retain their status as Life Members. In counting the years of membership in the Association, years in the present APA or AAAP shall be counted.)

5. In addition to the regular membership classes, there shall be two classes of affiliates who are not members of the American Psychological Association, and shall not represent themselves as such unless and until they have met the membership requirements for Associates or Fellows and been elected to membership. These two classes shall be, first, Student Affiliates; second, Division Affiliates.

6. Student Affiliates shall be graduate students or undergraduate students majoring in psychology or related fields. Student affiliates shall have such rights and privileges as may be granted by the Council of Representatives, including special rates for journal subscriptions.

7. Division Affiliates shall be persons who belong to a Division of the Association but who do not hold membership in the Association itself. A Division may include those who are competent in related fields but who either do not qualify for Association membership or do not wish such membership.

8. Fellows and Associates shall be elected by a majority vote of the Council of Representatives present at any annual business meeting, upon nomination of the Board of Directors. Affiliates are recognized by the Executive Secretary without election upon securing the necessary endorsements and the paying of fees.

9. The minimum standards for Fellowship shall be (1) a Doctor's degree based in part upon a psychological dissertation conferred by a graduate school of recognized standing, except when waived in special cases by the Council of Representatives, (2) prior membership as an Associate, and (3) either acceptable published research of a psychological character beyond the doctoral degree, or four years of acceptable professional experience subsequent to the granting of the doctoral degree. The Council of Representatives shall have the power to designate further standards to be met in the election of Fellows. Divisions may require higher standards than those set by the Council for the Association as a whole. Nominations for Fellow must include: (1) evidence that the minimum Association standards have been met, and (2) recommendation by one of the Divisions of the Association, specifying the designation to be used. Except for Charter Fellows, who shall continue as such unless recommended by a Division for designation, all Fellows shall be designated by the name of the Division so specifying them; (e.g. Fellow in Industrial Psychology,

Fellow in Physiological Psychology, Fellow in Abnormal and Clinical Psychology).

10. Divisions may establish such classes of membership within the Division as they see fit, except that the designation Fellow shall be reserved for members of the Division who are also members of the Association and elected as Fellows according to the provisions of Section 9.

11. Associates shall be (1) persons who have completed at least two years of graduate work in psychology in a recognized graduate school or one year of graduate study plus a year of experience in professional work that is psychological in nature and who, at the time of application, are devoting full time to professional or graduate work that is primarily psychological in nature; or (2) be persons with the Doctor's degree based in part upon a psychological dissertation and conferred by a graduate school of recognized standing; or (3) be scientists, educators, or other distinguished persons whom the Board of Directors may recommend for sufficient reason.

12. Any Fellow, Associate, Student Affiliate, or Division Affiliate may be expelled for cause by an affirmative vote of two-thirds of the members of the Council of Representatives present at any annual business meeting. Such vote shall be taken only upon recommendation of the Committee on Scientific and Professional Ethics, after that committee has given the member or affiliate an opportunity to appear before it to answer the charges against him, and after the Committee's recommendations have been reviewed and approved by the Board of Directors.

13. Procedures for application for membership and affiliateship in the Association and for transfer from Associate to Fellow shall be prescribed by the Council of Representatives.

ARTICLE III

Divisions

1. The special interests that lie within the Association shall be represented by Divisions.

2. Every member of the Association shall be a member of at least one Division and may become a member of other Divisions under the rules of eligibility and election established by them.

3. Members of the Association not expressing a preference for a special Division shall be members of a Division of General Psychology.

4. A Division shall be set up whenever fifty or more Associates and Fellows of the Association petition for it and the Council of Representatives approves. A two-thirds vote of those present at any annual business meeting of the Council of Representatives is required for the establishment of a new Division. The Council will act favorably on such petitions whenever they represent the emergence of an active and functionally unitary interest of a group of members, provided only that the interest falls within the scope of the Association as defined in Article I and that the establishment of the Division is not inimical to the welfare of any other Division already established. Divisions when formed from existing societies or organized as new societies may use a society name, provided they append to it the phrase: "A Division of the American Psychological Association."

5. A Division may be dissolved on a two-thirds vote of those present at an annual business meeting of the Council of Representatives (1) when the number of Associates and Fellows within the Division falls below fifty, or (2) when two-thirds of the total membership of the Division recommend dissolution. The Council may also dissolve a Division (3) for good and sufficient reason, provided the reason for dissolution is stated in writing by the Council to the membership of the Division.

6. A Division remains autonomous in all matters within its field that are not reserved to the Association and the Council of Representatives by these By-Laws. It determines its own qualifications for its membership classes and it determines what persons among its membership shall have the right to vote in Divisional matters.

7. The elected Representatives of a Division on the Council of Representatives shall be members of the Association, and shall be chosen by and only by the members of the Division who are also Associates or Fellows of the Association.

8. A Division shall have at least a Chairman (or President) and Secretary, and may have such other officers as it may desire. The qualifications for the Chairman (or President) and Secretary shall be determined by the Division, and the method of their election shall be considered a Divisional matter, except that the Chairman (or President) and Secretary shall be members of the Association.

9. Each Division shall draw up its own By-Laws and rules of procedure within the framework of these By-Laws, and not inconsistent with these By-Laws. Each Division may elect such officers and appoint such committees, in addition to those prescribed in these By-Laws, as it may deem necessary for the conduct of its business, and may adopt such regulations outlining the duties of its officers, the Division Council, and committees as it may desire, except that its committee structure is subject to review by the Committee on Committees of the Association (Article X). A committee proposed by a Division which is more properly a committee of the Association may become a special committee of the Association on recommendation of the Committee on Committees. Each Division shall file with the Recording Secretary of the Association a copy of its By-Laws and regulations.

10. A Division may administer a journal or special funds allocated to its use, but may delegate such administrative functions to the Council of Representatives or to the Central Office.

11. The charter Divisions* of the Association shall be:

(For the final vote, there will follow here, the list of divisions as prescribed by the Joint Committee of the APA and the AAAP as a result of the "Survey of Opinion on Matters Affecting the By-Laws," which will be circulated among the members of the two Associations.)

ARTICLE IV

Council of Representatives

1. The Representatives of the Divisions, the Chairmen and Secretaries of the Divisions, Regional Representatives, Representatives of the

* If certain of the participating societies, such as the Psychometric Society or SPSSI, wish to come in as Divisions they will be among the Charter Divisions.

Board of Affiliates and Special Representatives, together with the officers of the Association, including the President, the President-Elect, the Recording Secretary and the Treasurer, shall constitute the Council of Representatives of the Association. The President of the Association shall preside at the meetings of the Council of Representatives and, in his absence or disability, the President-Elect shall preside. Representatives and officers on the Council shall hold office until their successors are elected and qualify.

2. The Council of Representatives shall be the legislative body of the Association and shall have full power and authority over the affairs of the Association within the limitations set by these By-Laws. It shall have the authority to elect members and to expel members. It shall have the power to make such contracts and to provide for the delivery of such deeds, documents, and instruments as shall be necessary for the carrying out of all the purposes, functions and business of the Association as provided by these By-Laws. It shall decide all questions involving cooperation with other national organizations and may make such changes in policy or administration as it deems advisable, consistent with these By-Laws. It may recommend amendments to the By-Laws. It shall have the authority to delegate powers and responsibilities to the Board of Directors, the Board of Publications and the Policy and Planning Board, in addition to those already designated by these By-Laws.

3. Regular business meetings of the Council of Representatives shall be held in September of each year, the time and place of the meeting to be decided by vote of the Council. Special meetings may be called by vote of the Board of Directors, and shall be called upon the written request of ten members of the Council. Notices of meetings, in writing, for every annual or special meeting of the Council of Representatives shall be prepared and mailed to the last known post office address of each Representative not less than fifteen days before any such meeting, and, if for a special meeting, such notices shall state the object or objects thereof, and no business shall be transacted except that stated in the notice for said special meeting. The Council of Representatives shall publish its minutes and proceedings in the official journal of the Association. On important matters of policy, the minutes shall include a record of those Representatives voting for and against a motion. Any vote shall be recorded if one-fourth of the Representatives present so request. Meetings of the Council of Representatives, except those specifically designated as Executive sessions, shall be open to members of the Association.

4. In addition to those who are Representatives on the Council because they are officers of Divisions or of the Association, there shall be four classes of Representatives: first, Representatives of Divisions; second, Regional Representatives; third, Representatives of the Board of Affiliates; fourth, Special Representatives.

5. Representatives of a Division, who shall be members of the Division and of the Association, shall be elected by those members of the Division who are also members of the Association. Representatives of a Division shall be elected annually, but their renomination shall be auto-

matic for two succeeding elections, provided they retain membership in the Association and the Division. Renomination shall not be permitted after three years on the Council without at least one year intervening.

6. The number of Representatives which any one Division shall have on the Council in addition to the Division Chairman and Secretary is determined annually in accordance with the number of members within the Division who are members of the Association. Total representation shall be determined as follows:

Members of the Division who are Associates or Fellows of the Association	Number of Representatives on the Council (in addition to Chairman and Secretary)
200 or less.....	None
201 to 400.....	1
401 to 600.....	2
601 to 800.....	3
801 and over.....	4

7. If the same person should be elected as Representative of more than one Division he may serve in such dual capacity, except that he shall count as only one in determining a quorum or in any vote of the Council.

8. There shall be nine Regional Representatives elected for a term of three years, one from each of the following regions:

- I. *New England*: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
- II. *Middle Atlantic*: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania.
- III. *East North Central*: Illinois, Indiana, Michigan, Ohio, West Virginia, Wisconsin.
- IV. *West North Central*: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.
- V. *Southeastern*: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia.
- VI. *Southwestern*: Arizona, Arkansas, Louisiana, New Mexico, Oklahoma, Texas.
- VII. *Rocky Mountain*: Colorado, Idaho, Montana, Wyoming, Utah.
- VIII. *Pacific*: California, Hawaii, Nevada, Oregon, Washington.
- IX. *Dominion of Canada*.

The Regional Representatives shall be elected by preferential mail ballot of members resident in the region at the time of election. Nomination shall be by the members resident in the region, in accordance with the provisions of Article VIII. (In order to place into effect, during the first year the Regional Representatives for Regions I, IV, and VII shall be elected for a term of one year, those for Regions II, V, and VIII for a term of two years, and those for Regions III, VI, and IX for a term of three years.)

9. The Board of Affiliates shall be represented on the Council of Representatives by its Chairman, by its Secretary, and by one additional representative for each five societies or fraction thereof above the first ten.

10. The Council may at its discretion propose Special Representatives of groups not qualifying as Divisions of the Association, but with reason to be represented by virtue of relation to the objectives of the Association, except that there shall not at any one time be more than three such Representatives, and no group shall have more than one such Representative. Special Representatives shall be elected annually by the group specified by the Council, subject to renomination and re-election according to the practice for Representatives of Divisions (Section 5 above). Special Representatives must be members of the Association, but those who elect them need not be. (It is specified that a Special Representative of teachers of psychology in Negro institutions of higher learning shall be included, if the organization of this group so elects.)

11. Upon petition of 100 members in good standing at the time of the petition's filing with the Recording Secretary, or upon majority vote of any duly constituted Division, any matter of legislation may be brought to the attention of the Council of Representatives, which shall vote upon it at its next regular meeting.

12. Upon petition of 200 members in good standing at the time of the petition's filing with the Recording Secretary, a request for a mail vote of the members of the Association upon a question of policy or legislation—either concerning a past action to be recalled or a new action to be initiated, but not involving an Amendment to the By-Laws—may be addressed to the Council of Representatives, which shall present the matter covered by the petition, if it is not inconsistent with the By-Laws, to the members of the Association for a mail vote on an appropriate ballot which shall present the legislation proposed and which may contain arguments for and against the legislation. The results of such a vote shall be counted by the Election Committee. When the Election Committee certifies the result to the Council of Representatives, the latter shall, if there is a majority of those voting in favor, make the legislation operative. (For Amendments to the By-Laws, see Article XVII.)

13. A majority of the members of the Council of Representatives shall constitute a quorum.

14. The Council of Representatives shall be authorized to adopt and publish rules and codes for the transaction of its business, provided they do not conflict with these By-Laws.

ARTICLE V Board of Directors

1. The Board of Directors shall consist of the President, the President-Elect, the Recording Secretary, the Treasurer, and six others elected by a preferential ballot by the Council of Representatives from among its own members. Directors shall serve for terms of three years and their term of service on the Board of Directors may outlast their membership in the Council of Representatives. All members of the Board of Directors shall serve until their successors are elected and qualify. (In order to place into effect staggered terms for the six Directors, at the first election two shall be elected for one year, two for two years, two for three years.)

2. Regular meetings of the Board of Directors shall be held semi-annually; one just prior to the annual business meeting of the Council of Representatives in September, the other approximately six months later, at a time and place to be specified by vote of the Board of Directors. Special meetings of the Board of Directors may be held at any time on the call of the President or the Recording Secretary. A quorum at any meeting shall consist of a majority of the entire membership of the Board of Directors.

3. In the case of disability or resignation of a Director, the Council may fill the vacancy for the unexpired term.

4. The Board of Directors shall be the administrative agent of the Council and shall exercise general supervision over the affairs of the Association. It shall nominate new Fellows and Associates, and shall make recommendations concerning the administration of the Association to the Council. It shall transact all business referred to it by the Council, provided, however, that the action of the Board shall not conflict with recorded votes of the Council of Representatives or these By-Laws. The Board of Directors shall supervise the work of the Executive Secretary and other employees of the Association. In the interval between annual elections, the Board of Directors shall have the power to fill vacancies created by the death, disability, or resignation of elected representatives to other organizations. In the interval between the annual business meetings of the Council of Representatives, the Board of Directors shall have authority over the affairs of the Association and shall take such actions as are necessary for the conduct of the Association, except that no action shall be taken which is contrary to an action taken by the Council of Representatives at its annual business meeting or which is inconsistent with these By-Laws. The Board of Directors shall make a report of its transactions at each regular meeting of the Council of Representatives.

5. If an emergency arises between annual meetings of the Council of Representatives, the Board of Directors shall have the power to change plans for meetings, to expend such funds, and to take such other actions in the name of the Association as it may deem necessary and wise, provided, however, that no action shall be taken under this emergency clause until an affirmative vote of two-thirds of the members of the Council of Representatives declaring that an emergency exists be secured and provided that all actions so taken be recorded and made available at the next succeeding meeting of the Council of Representatives and that all financial transactions shall pass through the Treasurer's office and be recorded and audited in accordance with these By-Laws and that nothing in this section be understood to delegate to the Board of Directors power to alter the procedure prescribed in these By-Laws for the election of officers. In connection with an interim or emergency action, the Board of Directors may secure a mail vote of the Council of Representatives.

6. The President of the Association shall be Chairman of the Board of Directors, and the Recording Secretary of the Association shall be Recording Secretary of the Board of Directors. The Executive Secretary of the Association and other employees may be invited to sit with the Board of Directors on appropriate occasions but shall have no vote.

ARTICLE VI**Officers**

1. The officers of the Association shall be as follows: a President, a President-Elect, a Recording Secretary, and a Treasurer. They shall hold office until their successors are elected and qualify.

2. The President shall be the member of the Association who has just completed his term as President-Elect. The President-Elect shall automatically become President by declaration at the close of the annual meeting one year after announcement of his election as President-Elect. During his term of office the President shall serve as (a) general presiding officer of the Association, (b) Chairman of all meetings of the Council of Representatives, (c) Chairman of the Board of Directors. It shall be his duty to countersign all contracts and other instruments of the Association except checks, to exercise general supervision over the affairs of the Association and to perform all such other duties as are incident to his office or as may properly be required of him by vote of the Council of Representatives or Board of Directors at any duly constituted meeting. (In order to place these By-Laws into effect, the President shall be elected by preferential mail ballot prior to the first annual meeting by the members of the Association following primary nomination by mail ballot. He shall take office for a term extending from the beginning of the first annual meeting through the close of the next annual meeting. Thereafter the President-Elect shall become President according to the provisions of Section 2.)

3. The President-Elect shall be a member of the Association, elected by preferential mail ballot by the members of the Association following primary nomination by mail ballot. He shall take office as President-Elect at the close of the annual meeting at which his election is announced. During his term of office as President-Elect he shall serve as (a) member of the Council of Representatives and Board of Directors, and (b) vice-chairman of the Council of Representatives and Board of Directors. In the event that the President shall not serve out his full term for any reason, the President-Elect shall succeed to the unexpired remainder thereof and continue through his own term. The duties of the President-Elect shall be those of a vice-president.

4. The Recording Secretary shall be a member of the Association elected by the Council following nomination by the Board of Directors. He shall serve for a term of three years, beginning at the close of the annual business meeting at which his election is announced, and shall not succeed himself more than once in this office. During his term of office he shall serve as (a) member and secretary to the Council of Representatives, and (b) member and secretary of the Board of Directors. It shall be the duty of the Recording Secretary to keep the records of all meetings of the Council of Representatives and Board of Directors in due form as prescribed by law; to have charge of the seal and corporate books; to file and hold subject to call and to direct the publication of such records, reports and proceedings as are authorized by these By-Laws and by vote of the Council or Board of Directors at any duly constituted meeting; to bring to the attention of the Council and the Board of Directors such

matters as he deems necessary; to conduct the official correspondence of the Association; to have custody of the bonds which are required to be filed by the Treasurer and such other fiduciary employees as shall be required by the Board of Directors to file a bond, holding these bonds subject to the order and direction of the Board of Directors; to issue calls and notices of meetings; to sign such checks or other drafts upon the funds of the Association as may be necessary in case of the death or incapacity of the Treasurer, and the Recording Secretary is hereby authorized to sign such checks or drafts in such contingency; to execute, seal or deliver any contracts, deeds, instruments or other documents which he shall be required to execute, seal or deliver on behalf of the Association by the By-Laws, vote of the Council of Representatives or the Board of Directors; and in general to perform all such other duties as are incident to his office or as properly may be required of him by vote of the Council or Board of Directors at any duly constituted meeting. In the absence of any specific provision of these By-Laws to the contrary, the Recording Secretary shall have power and authority to represent the Association in the voting or other management of any stock held by the Association in any other corporation or company; and in the event that the performance of such acts by the Recording Secretary becomes impossible or inadvisable, by virtue of law or otherwise, the Recording Secretary shall have the power to appoint any member of the Association to act as duly authorized agent of the Association for the performance of said acts.

5. The Treasurer of the Association shall be a member of the Association elected by the Council following nomination by the Board of Directors. The Treasurer shall take office for a term of five years beginning at the close of the annual meeting at which his election is announced, and shall not succeed himself more than once in this office. During his term of office he shall serve as (a) senior fiscal officer of the Association, (b) member and fiscal officer of the Council of Representatives and Board of Directors, (c) fiscal representative of the members of the Association to the Central Office and to the Advisory Board on Publications. It shall be the duty of the Treasurer to have custody of all funds, deeds, stocks, securities including those of the Association's publications and to deposit the same in the name of this Association in such bank or banks as the Council or Board of Directors may direct; to have custody of all other property of the Association not otherwise expressly provided for by these By-Laws and to hold same subject to the order and direction of the Council; to collect subscriptions and other debts due the Association by all persons whatsoever; and to execute, seal or deliver any contracts, deeds, instruments or other documents which he shall be directed to execute, seal or deliver on behalf of the Association by the By-Laws, vote of the Council or Board of Directors. He shall have authority to sign checks and drafts on behalf of the Association for the disbursement of funds for the duly authorized purposes of the Association as provided by the By-Laws, vote of the Council or Board of Directors. He shall be bonded by an amount fixed by the Board of Directors, the bond to be filed with the Recording Secretary of the Association. He shall, at all reasonable times, exhibit his books and accounts to any member of the

Association. He shall keep a full and complete record of all money received and all money paid out, and shall perform such other duties as reasonably may be required of him by vote of the Council of Representatives or Board of Directors at a duly constituted meeting.

ARTICLE VII

Corporate Seal

1. The corporate seal of this Association shall be (here will be inserted a drawing of the corporate seal).

ARTICLE VIII

Nominations and Elections

1. A call for nominations for the office of President-Elect and Regional Representatives shall be issued by mail by the Election Committee to all members of the Association not later than March first of each calendar year. The nomination ballot shall provide spaces for at least three names to be listed in order of rank for each office to be filled. (Nominations for President shall be called for at the first election only.)

2. The Election Committee shall be responsible for the reporting of nominations and elections. The Chairman of the Election Committee shall report a preferential count of the nominees for President-Elect and Regional Representatives to the Recording Secretary not later than May first. The names reported shall be those receiving a large number of nominating votes, the number of names reported being determined by the Election Committee, but being at least four nominees for President-Elect and at least two for each Regional Representative to be elected. (A count of nominations for President shall be provided at the first election only.) The Chairman of the Election Committee shall report at the same time nominations from the Divisions, as transmitted to the Election Committee by the secretaries of the Divisions. Such nominations shall include nominations for Representatives of the Division to the Council of Representatives, and at the request of the Division may include Divisional officers. Divisional Representatives who have served less than three years shall be renominated automatically and designated as incumbents on the ballot, but additional nominations shall be provided so that there shall be at least two names for every position to be filled. It shall be the duty of the Election Committee to ascertain that each of the nominees is willing to stand for office; if nominees are unwilling to stand for office their names shall not appear on the election ballot, and other nominees shall be substituted if necessary to secure at least four nominees for President-Elect and at least two nominees for each other position.

3. The Recording Secretary then shall issue through the Central Office the appropriate election ballots not later than June first to all members of the Association.

4. The Election Committee subsequently shall report to the Board of Directors a preferential count of the election ballots for the office of President-Elect and Regional Representatives not later than August first.

The Election Committee shall secure reports from the secretaries of Divisions, and report their election results at the same time to the Board of Directors. Officers shall continue in office until the time provided in these By-Laws for their successors to assume office, provided the election of their successors has been reported to the Board of Directors in accordance with the above provisions; in case the procedure is not followed for any office, the incumbent shall remain in office until his successor is elected and qualifies.

5. Announcement of elections shall be made by the Board of Directors at the annual business meeting of the Council, and at the annual convention at the session on Report of the Council.

ARTICLE IX

Policy and Planning Board

1. The Council of Representatives shall elect, not necessarily from its own members, a Policy and Planning Board of nine persons, three of whom shall be elected each year, and each of whom shall serve for a term of three years. In the event of the incapacity or resignation of a member of this Board, the Council shall fill the vacancy for the unexpired term. (In order to place into effect, at the time of the first election, three members shall be elected for a term of one year, three for a term of two years, and three for a term of three years.)

2. The Policy and Planning Board shall represent all the active interests within the Association, so far as possible.

3. The Board's function shall be the consideration of current and long-range policy. As a continuing body, it shall recommend to the Council of Representatives such changes in existing policy and such extensions of the functions of the Association or its Divisions as shall promote the purposes of the Association and the usefulness of psychology in the furtherance of human welfare. The Board shall report annually in writing to the Council and by publication to the entire membership of the Association. It may also make recommendations *ad interim* when it deems them desirable.

4. The Board shall elect a Chairman and Secretary annually from its own membership.

5. The Board shall meet at least once each year at the call of its Chairman or Secretary.

6. The Policy and Planning Board shall review the structure and function of the Association as a whole in 1950 and in every fifth year thereafter and shall make appropriate recommendations to the Association.

ARTICLE X

Committees

1. The Committees of the Association shall consist of such standing committees as may be provided by these By-Laws and such special committees as may be established by vote of the Council of Representatives or the Board of Directors.

2. The Committee on Committees shall consist of five members chosen

by the Council of Representatives for terms of five years. It shall be the duty of the Committee on Committees to keep informed on the committee structure of Divisions of the Association, in order to avoid duplication, and to make recommendations concerning the Association committee structure and personnel. The formation of new committees by Divisions shall be subject to the approval of the Committee on Committees. Committees proposed by Divisions which appear to the Committee on Committees to deal with matters concerning the Association as a whole may be recommended as special committees of the Association, and may be appointed as such by the Council of Representatives. (In order to place into effect, at the time of the first election, one member of the Committee on Committees shall be appointed for a term of one year, one for two years, one for three years, one for four years, and one for five years.)

3. The Finance Committee shall consist of the Treasurer and four members chosen by the Council of Representatives. The Treasurer shall serve as Chairman. While the committee shall be elected annually, members may succeed themselves. It shall be the duty of the Finance Committee to present an annual budget, to supervise investments, and to nominate the professional auditors who shall be elected annually by the Council of Representatives.

4. The Convention Program Committee shall consist of five members appointed annually by the Board of Directors. It shall be the duty of the committee in conjunction with the Central Office to coordinate the Divisional programs and arrange for general scientific programs at the time of the Annual Convention.

5. The Committee on Scientific and Professional Ethics shall consist of four members chosen from different parts of the country for staggered terms of four years. Appointment to this committee shall be by vote of the Council of Representatives at its annual meeting on nomination by the Board of Directors. It shall be the duty of this committee to receive and investigate complaints of unethical conduct of Fellows, Associates, and Affiliates; to endeavor to settle cases privately; to report annually to the Council of Representatives on types of cases investigated with specific mention of difficult or recalcitrant cases; to recommend to the Council disciplinary action to be taken by the Association when in the Committee's judgment such action is justified and desirable; and to formulate from time to time rules or principles of ethics for adoption by the Association. (In order to place into effect, at the first election one member shall be elected for one year, one for two years, one for three years, and one for four years.)

6. The Election Committee shall consist of the three most recently retired Presidents of the Association, the most recently retired President acting as Chairman of the Committee. In case of the incapacity of a member of this Committee, the next most recently retired President, who is not already a member of the Committee, shall become a member of the Committee. It shall be the duty of the Election Committee to conduct and supervise the mail elections as provided in Article VIII of these By-Laws. (Until the system become established, the two most recently retired Presidents of the American Association for Applied Psychology and

the two most recently retired Presidents of the American Psychological Association shall function as the Election Committee, the most recently retired President of the American Psychological Association acting the first year as Chairman; in the second and third years the Committee for the preceding year shall elect the Chairman from among those of its own membership who are to continue.)

7. The Committee on Student Affiliates shall consist of five members chosen by the Council from different parts of the country for staggered terms of five years. It shall be the duty of this committee to represent the interests of the Student Affiliates, to encourage the organization of local groups, and to stimulate interest in the Association among those in training for the profession. This Committee may add student representatives to its own membership. (In order to place into effect, at the first election one member shall be elected for a term of one year, one for two years, one for three years, one for four years, and one for five years.)

8. The Committee on Public Relations shall consist of three members chosen by the Council for terms of three years. It shall be the duty of this committee to advise the Executive Secretary on matters pertaining to public relations. (In order to place into effect, at the first election one member shall be elected for a term of one year, one for two years, one for three years.)

9. All committees appointed by the Association shall submit, three weeks in advance of the annual business meeting of the Council of Representatives, a report in writing to the Recording Secretary, in order that the Council may discuss and act upon recommendations arising out of such reports.

ARTICLE XI

Affiliations and Branches of the Association

1. The Association shall encourage the organization of psychological societies and associations formed in accordance with general or special interests in psychology within geographical divisions of any size such as a region, a state or a city.

2. Within the Association there shall be a Board of Affiliates which shall represent the interests of the affiliated societies. It shall consist of one representative of each of the affiliated societies, who shall be elected to the Board by his society for a term of three years. The Board of Affiliates shall select a Chairman, a Secretary and such other officers from among its own membership as it deems necessary. It shall have the power to draw up such regulations for the conduct of its business as are not inconsistent with these By-Laws or the votes of the Council of Representatives. It shall report annually in writing to the Council of Representatives.

3. The Chairman of the Board of Affiliates shall preside at meetings of the Board and exercise general supervision over its affairs. He shall be elected by a majority vote of the Board for a three-year term and shall not be reelected for more than one term.

4. Any association or society with aims similar to those of the American Psychological Association may petition the Council of Representa-

tives for affiliation by submitting a statement describing its aims and purposes, together with copies of its By-Laws and lists of its officers and members. Upon the receipt of such a petition the Council of Representatives shall refer it to the Board of Affiliates for examination and recommendation, and shall act upon it at the next succeeding annual meeting. (All present geographical branches of the American Psychological Association, and all present affiliates of the American Psychological Association and of the American Association for Applied Psychology shall be granted affiliation with the reorganized American Psychological Association, if they request it.)

5. The conditions under which affiliation shall be permitted are as follows:

- a. The Association shall assume no responsibility whatever for the administration or the financial affairs of affiliated organizations.
- b. The responsibility for scientific programs rests with the affiliated organization except that, when meeting at the same time and place as the Association, the affiliated organization's program must be coordinated with that of the Association and its Divisions through the Convention Program Committee.
- c. Each affiliated organization shall determine its own membership requirements and form of organization.
- d. The Chairman (or President) and Secretary of an affiliated organization must be members of the Association.
- e. Each affiliated organization shall exercise such control over its membership that membership in the affiliated organization shall not imply membership status in the Association.
- f. The Executive Secretary shall include in the Yearbook such information about the affiliated societies, their members and officers, as may be deemed appropriate.
- g. Each affiliated society shall pay an annual affiliation fee to the Association, the amount to be determined by the Council of Representatives.

6. In the event that the Council of Representatives believes that the conditions of affiliation are not being fulfilled by a given organization or that its affiliation is no longer to the best interest of the Association, the principal officers of the affiliated organization shall be so informed and the affiliation may thereafter be terminated by a two-thirds vote of the Council of Representatives.

7. The provisions of this Article, with the exception of Sections 5a, 5b, 5c, 5e, and 5f, above, shall not apply to societies or clubs formed by student affiliates who are under the jurisdiction of the Committee on Student Affiliates, as set up in Art. X, Section 7.

ARTICLE XII

Affiliations of the Association with Other Organizations

1. The Council of Representatives may establish affiliations with national and international scientific and professional organizations, may elect such representatives thereto as are necessary and proper, may

authorize the payment of appropriate fees for such affiliation, and may terminate such affiliations when they are not in the interest of the Association.

2. The Board of Directors shall nominate to the Council of Representatives for representatives of the Association in the Division of Anthropology and Psychology of the National Research Council double the number of names required. These names shall then be voted upon by the Council of Representatives, and the requisite number of names of members receiving the highest number of votes shall be presented to the Division of Anthropology and Psychology of the National Research Council as the Association's nominees for its representatives.

3. The names of members submitted by the Executive Committee of the Social Science Research Council shall be voted upon by the Council of Representatives. The name of the Member receiving the highest number of votes shall be presented to the Social Science Research Council as the Association's nomination for its representative.

ARTICLE XIII

Central Office

1. The Board of Directors shall maintain a Central Office for the conduct and promotion of the business of the Association and its Divisions in accordance with the advancement of psychology as a science, as a profession, and as a means of promoting human welfare. The functions of the Central Office shall include the administrative detail of the Association, the business management of publications, issuance of the yearbook, facilitation of personnel placement, promotion of public relations, and such other general and special services as are allocated to it by the Council of Representatives and the Board of Directors. Functions may be allocated to the Central Office by Divisions, provided they are consistent with these By-Laws. Details of arrangements between Divisions and the Central Office shall be cleared through the Board of Directors.

2. The Central Office shall be established at such a place and with such facilities as the Council of Representatives may direct.

3. The Board of Directors shall employ an Executive Secretary as the administrative agent of the Association and as managing director of the Central Office. The Board of Directors shall nominate to the Council for this appointment a candidate who shall be confirmed by a two-thirds vote of those present at a regular meeting of the Council.

4. The Executive Secretary shall be a member of the Association. He shall be employed by the Board of Directors for a term the length of which shall be determined by the Council of Representatives. During this term he shall not hold any office within the Association or any of its Divisions.

5. The Executive Secretary may be removed from office by a two-thirds vote of those present at a meeting of the Council of Representatives, if it appears that the best interests of the Association are not being adequately served by the incumbent.

6. A budget for the Central Office shall be recommended by the Fi-

nance Committee and approved by the Council of Representatives. The Executive Secretary may appoint such office personnel and acquire for the Association such office materials and equipment as the budget specifications warrant, except that appointments to his staff shall be approved by the Board of Directors.

7. The Executive Secretary shall report annually on the operations of the Central Office to the Council of Representatives through the Board of Directors. A summary of this report shall be presented to the Association, at the session of the annual convention devoted to Report of the Council, and published in the official journal of the Association.

ARTICLE XIV

Publications

1. Such records, reports, proceedings and journals containing scientific papers shall be published as are authorized by these By-Laws or by vote of the Council of Representatives or Board of Directors at any duly constituted meeting.

2. There shall be an official journal of the Association which shall contain programs, reports, proceedings, announcements, presidential addresses, and such other matters as the Council of Representatives or Board of Directors may deem appropriate.

3. The Association shall publish as journals of the Association those authorized by the Council of Representatives, including the official journal and *Psychological Abstracts*, both of which shall be distributed to all members. The Council has the authority to acquire journals by purchase or deed of gift, and shall honor previous agreements contained in contracts or deeds of gift.

4. Divisions of the Association may own and manage their own publications. With the approval of the Board of Directors and following recommendations of the Advisory Board of Publications, Divisions may assign the business management of such journals to the Central Office, without relinquishing editorial control. A Division may require its members to subscribe to its own special journal or journals.

5. Editors of Association journals shall be elected for a term of five years, one or two editors retiring at the end of each calendar year. (The present editors of Association journals shall continue for their terms.) Editors may be re-elected for one term only. Election shall be by the Council of Representatives upon receipt from the Advisory Board on Publications of at least two nominations for each vacancy. Editors shall normally be elected one year prior to their taking office as editor. In the case of the disability or resignation of any editor, the Board of Editors through its chairman shall be responsible for the editorial conduct of the journal concerned, until through the procedure described above, a successor has been duly elected to fill the unexpired term. By two-thirds vote of those present at an annual business meeting, the Council of Representatives may terminate an editor's term before its normal expiration.

6. The Board of Editors shall consist of the editors of the journals of the Association and the editors of Divisional journals. It shall be the duty

of the Board of Editors to outline general editorial policy, and to supervise the editorial conduct of the journals and to perform such other duties as are incident to its position or may properly be required by vote of the Council of Representatives or the Board of Directors. Any question involving reorganization of the journals or fundamental changes of policy shall be referred to the Advisory Board on Publications. The Board shall select its chairman annually. The Board shall have power to draw up rules and regulations for the conduct of its own meetings, for the guidance of editors, for the selection of assistant and associate editors, and for the submission of manuscripts. It shall be the duty of each editor to conduct his journal in conformity with the general policies outlined by the Board of Editors. The decision of an individual editor as to the selection or rejection of manuscripts submitted to him shall be final. Each editor shall submit once a year to the Board of Editors a written report concerning the state of the journal which he edits; and the Board, through its chairman, shall report annually to the Council of Representatives.

7. The Advisory Board on Publications shall consist of three members who are editors of Association journals elected by the Board of Editors from their own number and three members elected by the Council of Representatives from their own members who are not at the time editors of Association journals. Members shall serve for terms of three years, staggered so that one editor and one member of the Council is elected each year. (In order to place into effect, at the time of the first election the Board of Editors shall elect one member for a term of one year, one for two years, one for three years; similarly, the Council shall elect one member for one year, one for two years, one for three years.) Membership of the Council Representatives on the Advisory Board of Publications may outlast membership on the Council of Representatives. It shall be the function of the Advisory Board on Publications to make recommendations to the Board of Directors on the management of journals, on the acquisition, initiation, or discontinuance of journals, and on the nomination of editors. The President and President-Elect shall be *ex officio* members of the Board during their terms of office.

8. The Advisory Board on Publications shall elect annually a Chairman who shall preside at the Meetings of the Board, and shall conduct the official correspondence of the Board. The Chairman may be re-elected.

9. The Advisory Board on Publications shall meet at least once each year just prior to the annual business meeting of the Council. At this meeting reports from the Chairman, the Editors, and the Executive Secretary shall be presented, and a final report for the Council of Representatives, together with appropriate nominations, shall be prepared. At any of its meetings the Board may, at its discretion, invite representatives of any of the publications of the Association or of the Divisions of the Association to be present to consider common problems.

10. The business management of the publications shall rest within the Central Office. It shall be the duty of the Executive Secretary as business manager to administer the business details of the journals in accordance with the policies outlined by the Board of Directors in consultation with

the Advisory Board on Publications. In his capacity as business manager, he shall submit an annual budget and shall make an annual financial report and such other reports as are required by the Board of Directors or the Council of Representatives. He shall secure competitive bids for the printing of the journals, shall maintain accurate mailing lists of subscribers and shall be responsible for the storage and subsequent sale of back numbers.

ARTICLE XV

Annual Convention

1. There shall be an annual convention of the Association at a time and place to be determined by the Council of Representatives. (The time and place of the first annual meeting shall be determined by enabling action of the national societies concerned therewith.) Announcement of time and place of the annual convention shall be made by the Council of Representatives one year and plans shall be made at least two years in advance thereof.

2. All Divisions of the Association and affiliated societies may arrange programs at the annual convention.

3. The Central Office shall provide such counsel and material assistance to the Division Program Committees and to the Convention Program Committee as may be requested and as seems to the Executive Secretary and the Board of Directors to be most effectively and economically provided by that office without prejudice to the best interests of the Divisions and the Association.

4. In lieu of an annual business meeting of members, the Convention Program Committee shall provide for a session at the annual convention on Report of the Council with the President of the Association presiding, such session not to conflict with other major program interests. At this session, the Council of Representatives shall submit a summary report of its business for the year, including summary reports from the Treasurer, the Board of Directors, and the Executive Secretary.

ARTICLE XVI

Subscriptions

1. The annual subscription to be paid by Fellows, Associates, Student Affiliates, and Division Affiliates shall be determined by the Council of Representatives. (The annual subscription for the first year*: for Charter Fellows shall be Fifteen Dollars per year; for Charter Associates, Ten Dollars per year; for Student Affiliates Five Dollars per year; and for Division Affiliates, Two Dollars per year.)

2. Subscriptions of Fellows, Associates, and Student Affiliates shall entitle them to the official journal of the Association, to *Psychological Abstracts* and to the Yearbook.

3. The annual subscription of Division Affiliates (non-members of the Association) shall be set by the Council of Representatives, over and

* It is estimated that \$40,000 per year will be needed to provide the services of the new Association.

above such fees as the Division may require. For this subscription, Division Affiliates shall receive the official journal and the Yearbook.

4. There shall be made available to each Division to which an Associate or Fellow belongs, One Dollar from his subscription for the specific use of that Division. For the use of the first Division to which the member belongs, this sum shall be made available from the general subscription; for each additional Division, One Dollar shall be collected from the member in addition to the general subscription, and made available to this Division for its use. A Division may require additional subscriptions of its own members.

5. The Central Office shall act as the collection agency for the Divisions. All unexpended funds at the end of the fiscal year allocated to Divisions from Association subscriptions shall revert to the treasury of the Association. This shall not apply to any special subscriptions made in the name of the Division, and specified as non-reverting.

ARTICLE XVII

Amendments

[1. The Association, by mail vote of the members on the official rolls of the Association at the time of mailing, may adopt such By-Laws or amendments to By-Laws as it deems necessary for the management of the affairs of the Association, the prescription of the duties of officers, committees and employees, and for the conduct of all kinds of business within the objects and purposes of the Association. Amendments may be proposed by the Council of Representatives on its own initiative; or as the result of recommendations from the Policy and Planning Board; or from the Board of Directors, when approved by the Council of Representatives by a majority vote; or on petition signed by 200 members of the Association. A copy of each amendment proposed, with space appropriate for voting and such explanations of the amendment as the Council of Representatives deems necessary, shall be mailed to the last recorded address of each member. Sixty days after date of mailing, the ballot shall be closed and the votes counted by the Election Committee, which shall certify the result to the Council of Representatives at its next annual meeting, at which time the amendment, if passed by two-thirds of all the members voting, shall go into effect.

[ARTICLE XVIII]

[Enabling Action]

[1. These By-Laws shall be in force when they have been adopted, either as they stand or as amended, by both the American Association for Applied Psychology and the American Psychological Association. (While the other societies participating in the Intersociety Constitutional Convention are asked to express their adherence to the By-Laws, this article permits the reorganization to become effective when the two major societies have taken favorable action.)]

RECOMMENDATIONS OF THE INTERSOCIETY CONSTITUTIONAL CONVENTION OF PSYCHOLOGISTS

IV. SAMPLE BLANK FOR SURVEY OF OPINION ON THE PROPOSED BY-LAWS*

1. *Divisional Organization.* Following is a list of possible divisions for a reorganized American Psychological Association. It is submitted for your vote in order that the results may assist the Joint Committee in setting up the initial divisional structure. An expression of opinion in this Survey does not commit you in any way on your later vote on the acceptance or rejection of the By-Laws. Indicate by a *single check* all the divisions you might wish to join if such divisions were established, and by a *double check* the division of your primary choice. Write the names of possible additional divisions in the blank spaces, and check in the same way.

() 1. Division of Abnormal Psychology
() 2. Division of Animal (comparative) Psychology
() 3. Division of Business Psychology
() 4. Division of Child (Developmental) Psychology (incl. adolescence)
() 5. Division of Clinical Psychology
() 6. Division of Consulting Psychology
() 7. Division of Educational Psychology
() 8. †Division of General Psychology
() 9. Division of Industrial Psychology
() 10. Division of Measurements and Statistics
() 11. Division of Military Psychology
() 12. Division of Personnel Psychology
() 13. Division of Physiological Psychology
() 14. Division of Public Service
() 15. Division of Social Psychology
() 16. Division on the Teaching of Psychology
() 17. Division of Theoretical, Systematic and Historical Psychology
() 18. Society for the Psychological Study of Social Issues (if a Division of the APA)
() 19. Psychometric Society (if a Division of the APA)
() 20. _____
() 21. _____
() 22. _____

* This is a sample copy of the blank to be circulated by mail later.

† Article III, Sec. 3, "Members of the Association not expressing a preference for any special division, shall be members of a Division of General Psychology."

2. *Society Membership.* Please check the societies to which you belong:

American Psychological Association

(Member
(Associate

American Association for Applied Psychology

(Fellow
(Associate

Section membership as follows:

(Clinical Section
(Consulting Section
(Educational Section
(Business and Industrial Section

(Psychometric Society
(Society for the Psychological Study of Social Issues
(Section I, American Association for the Advancement of Science

(National Institute of Psychology
(Society of Experimental Psychologists
(National Council of Women Psychologists
(Department of Psychology, American Teachers' Association

3. *Comments, Criticisms and Suggestions on the Proposed By-Laws.* In the following space (using additional sheets if necessary) enter your comments, criticisms or suggestions for the guidance of the Joint Constitutional Committee in revising the proposed By-Laws.

*Signature _____

* This reply will be considered by the committee whether or not it is signed.

PROCEEDINGS OF THE FIFTY-FIRST ANNUAL
MEETING OF THE AMERICAN PSYCHOLOGICAL
ASSOCIATION, INC., EVANSTON, ILLINOIS
SEPTEMBER 2, 1943

REPORT OF THE SECRETARY, WILLARD C. OLSON,
UNIVERSITY OF MICHIGAN

Plans for a program of scientific sessions for the Annual Meeting were abandoned early (See *Psychological Bulletin*, May, 1943 p. 354) in accordance with a request from the Office of Defense Transportation.

On June 7, 1943, The Council of Directors exercised its interim emergency powers to change the place of meeting by the adoption of the following resolution:

WHEREAS a general shortage exists with respect to provisions for food, housing, and services and WHEREAS Members of the American Psychological Association have given the Council of Directors emergency powers, BE IT RESOLVED: (1) that the Council declare the existence of an emergency, and (2) that the Executive Committee be empowered to arrange for the Annual Meeting on September 2, 1943 at Evanston, Illinois, or at such other point with available accommodations in the Chicago area as the Committee shall choose.

Since transportation problems continued to increase rather than to decrease, plans for a skeleton meeting were subsequently revised to hold a token meeting for the transaction of essential business.

The following notice of meeting was sent to the last recorded address of all Associates and Members:

Ann Arbor, Michigan
August 12, 1943

To ASSOCIATES AND MEMBERS:

You will recall that the 1942 Annual Meeting scheduled for Boston and Cambridge was cancelled in response to a request from the Office of Defense Transportation and a skeleton meeting in New York City was held instead. At that meeting the Association voted to hold another skeleton meeting on September 2, 1943 at Chicago unless restrictions on travel should be raised. Since restrictions on travel were still in force the Program Committee and Council early in the spring voted to cancel the call for papers and to confine the meeting to essential business. The intent was to hold a skeleton meeting to be attended by Officers, Members of Council, Chairman of Committees, Representatives, and such Members as were resident in the Chicago area. At that time skeleton meetings seemed to be

in accord with the policies and requests of the Office of Defense Transportation. Under date of July 15, 1943, however, new and urgent communications were received pointing out the serious crisis confronting the nation in the field of transportation and urging the cancellation or reconsideration of all plans for conventions.

This letter has caused the Executive Committee, the Program Committee, and Council to make still further alterations in the plans. It has been voted that Council members only be encouraged to travel any distance to the Annual Meeting in order to conduct the affairs of the Association. Those in the immediate vicinity are invited to attend a "token" Annual Meeting on the afternoon of Thursday, September 2. It is expected that most problems can be presented to Council by mail and that business requiring action can be handled by the emergency powers granted to Council at the last Annual Meeting if a quorum is not available. Other matters may need to be referred by mail to the broader base of Associates and Members.

In view of the great difficulty in securing adequate accommodations and services within the city of Chicago, the Council, by exercise of its emergency powers, has authorized the Executive Committee to arrange the meeting near Chicago rather than in Chicago itself. Through the courtesy of the officials of Northwestern University facilities for the meeting have been provided on the campus in Evanston, Illinois. Anyone finding it necessary to spend a night in Evanston should make their own arrangements with either the Orrington, Georgian, or North Shore Hotels.

A headquarters will be maintained at Scott Hall, beginning Tuesday, August 31 and extending through Thursday, September 2. Council will be in session beginning August 31 in the Hardy Lounge in Scott Hall. The "token" Annual Meeting is scheduled for Thursday, September 2, beginning at 1:30 P.M. in the auditorium of Lutkin Hall. It is expected that this meeting will be local and unrepresentative and that only those in the immediate vicinity whose presence will not tax the transportation system will attend. Such a meeting will provide an opportunity for a broader base for the discussion of policies. The objects of the Annual Meeting are: (1) To transact all items of business which may properly come before an Annual Meeting, (2) To elect Associates and Members, (3) To receive and act upon reports of committees and representatives, (4) To consider proposals from the Intersociety Constitutional Convention, (5) To make appropriations for the continuation of the Office of Psychological Personnel and other services of the Association, (6) To approve the annual budget, (7) To announce the results of the mail ballot on the election of officers and to elect a Secretary.

If you have items which should be placed on the agenda for consideration, please communicate with the Secretary.

Respectfully submitted,
EXECUTIVE COMMITTEE

JOHN E. ANDERSON, President

WILLARD L. VALENTINE, Treasurer

WILLARD C. OLSON, Secretary

The Council of Directors of the American Psychological Association met on August 31 and September 1, preceding the Annual Business Meeting. The Board of Governors of the American Association for Applied Psychology also met prior to the Annual Business Meeting of that Society which was held on the afternoon of September 1. Professor A. T. Poffenberger of Columbia University was elected President of the American Association for Applied Psychology.

A joint meeting of the Council of the APA and of the Board of Governors of the AAAP was held on the evening of August 31 to discuss the recommendations of the Intersociety Constitutional Convention. A sub-committee consisting of Alice I. Bryan, Sidney L. Pressey, and C. M. Louttit was appointed from the AAAP and a sub-committee consisting of Ernest R. Hilgard, John E. Anderson, and Willard L. Valentine, was appointed from the APA to work jointly on the presentation of recommendations on organization to all psychologists. The joint committee is working under the general chairmanship of E. R. Hilgard.

The total of 70 persons who registered included 38 Members, 26 Associates, 1 newly transferred Member, 1 newly elected Associate, and 4 non-members.

Attendance of other than essential persons from a distance was discouraged and an analysis of the registration by states indicates that the recommendations were successful: Connecticut, 1; Washington, D. C., 2; Illinois, 34; Indiana, 1; Iowa, 4; Kansas, 1; Maryland, 1; Massachusetts, 2; Michigan, 3; Minnesota, 1; Mississippi, 1; New Jersey, 1; New York, 6; Ohio, 6; Pennsylvania, 2; Virginia, 1; Washington, 1; Wisconsin, 2.

TRANSACTIONS OF THE ANNUAL BUSINESS MEETING

The Annual Business Meeting of the American Psychological Association, Incorporated, was held on September 2, 1943, in the auditorium of Lutkin Hall, on the campus of Northwestern University at Evanston, Illinois. The meeting was called to order at 1:30 P.M. by the President, John E. Anderson.

Upon motion by the Secretary, seconded from the floor, it was voted that the minutes of the Fiftieth Annual Meeting, held at New York City, be approved as printed in the November, 1942, issue of the *Psychological Bulletin*.

Those in attendance stood in silent tribute as the Secretary read the names of the following Members and Associates who had

died since the last annual meeting: *Members*: Barbara S. Burks, May 25, 1943; Carl C. Brigham, January 24, 1943; C. C. Bunch, June 6, 1942; Edmund S. Conklin, October 6, 1942; Lillian J. Martin, March 26, 1943; James B. Miner, March 24, 1943; Rudolf Pintner, November 7, 1942; Edwin B. Twitmyer, March 3, 1943. *Associates*: Annette G. Bennett, December 16, 1942; Harold B. Bergen, November 4, 1942; C. D. Donaldson, November 25, 1942; Elizabeth Evans Lord, January 10, 1943; Roderick Menzies, February 22, 1943, Hans J. Peterson, May 22, 1942; Christian H. Stoelting, March 18, 1943.

The Secretary announced the resignation of the following five Members: Paul L. Boynton, Bryng Bryngelson, Jon Eisenson, Georgina S. Gates, and Irving C. Whittemore.

The Secretary announced the resignation of the following 73 Associates:

Altman, Sylvia	Irwin, Charles C.
Bale, Elinor B.	Kleemeier, Lyla B.
Beck, Lloyd H.	Koepf-Baker, Herbert
Benjamin, Harold	Langford, Ray C.
Biddle, Anna E.	Lawrence, Merle
Bly, J. M.	Lilliedale, Juanita
Bornemeier, Russell W.	Lufkin, Harold M.
Bowman, Rufus D.	MacLean, Charles F.
Brainard, Paul P.	Marshall, Wallace
Caldwell, Helen H.	Martinson, Betty M.
Callahan, Jean M.	Mathewson, Robert H.
Campbell, Elise H.	Mendenhall, James E.
Campbell, Malcolm	McCarthy, Eugene F.
Cannon, Walter B.	Morton, James T., Jr.
Carey, Thomas F.	Morey, Robert
Chant, S. N. F.	Murphy, Ross F.
Cooper, John H.	Nield, James W.
Culin, Eleanor D.	O'Malley, Kathleen E.
Curry, E. Thayer	Papurt, Maxwell J.
Delf, Phyllis	Potter, Margaret L.
Drury, Marjorie B.	Powell, Norman
Duncan, Bertha	Purdy, Donald M.
Eads, Laura K.	Ray, Joseph J.
Ellsworth, Ralph E.	Redfield, Janet E.
Geier, Frederick M.	Rowell, Dorothy C.
Goodlett, Carlton B.	Savides, A. P.
Hanchett, Gertrude A.	Schramm, Gregory J.
Holway, Alfred H.	Scott, Adelin
Hills, Myra E.	Sherwood, William C.
Hooker, Davenport	Sigal, Sylvia F.
Hunsley, Yuba L.	Sjaardema, H.

Sunley, John H.	Whisler, Ralph G.
Swift, William H.	Willey, Roy Deverl
Voss, Mildred D.	Yepsen, Lloyd N.
Waterman, Frederick	Xoomsai, Tooi
Westbrook, Charles H.	Zorn, Blanche
Wherry, Robert J.	

The Secretary announced that J. Carleton Bell, Robert H. Gault, Max F. Meyer, and Helen T. Wooley had applied for and received the status of Life Membership.

The Secretary announced that the Council of Directors had approved the action of President Anderson in making the following appointments:

Norman C. Meier of the State University of Iowa as delegate to the inauguration of Charles A. Anderson as President of Coe College on November 12, 1942.

Frederick H. Lund of Temple University and Robert A. Brotemarkle as delegates to the Forty-Seventh Annual Meeting of the American Academy of Political and Social Science in Philadelphia, April 9 and 10, 1943.

John P. Nafe of Washington University to act as Representative at a meeting for the reestablishment of the Department of Higher Education as one of the major departments of the National Education Association at St. Louis, Missouri on February 25, 1942.

The Secretary announced the following interim actions of Council and other activities of interest to the Association:

The seventh joint meeting of the Council of Directors and Board of Editors was held on Wednesday, September 1, 1943 at which time reports on editorial and business policies were discussed.

The *Journal of Applied Psychology* was purchased December 16, 1942 from James P. Porter, owner and publisher.

Donald G. Paterson was elected as Editor of the *Journal of Applied Psychology* by the Electoral Board from a panel supplied by the American Association for Applied Psychology for a six year term beginning January 1, 1943.

John F. Dashiell was reelected as Editor of *Psychological Monographs* by the Electoral Board for a six year term beginning January 1, 1943.

Gordon W. Allport was reelected as Editor of the *Journal of Abnormal and Social Psychology* by the Electoral Board for a six year term beginning January 1, 1944.

Council on November 20, 1942 voted an appropriation of \$350.00 to cover railroad fare and pullman for attendance of the Board of Editors and Business Manager of Publications at a meeting at a time other than that of the Annual Meeting.

The Election Committee, under date of March 16, announced the election of the following delegates and alternates to the Intersociety Constitutional Convention in the manner prescribed at the 1942 meeting:

Delegates: John E. Anderson, Leonard Carmichael, John F. Dashiell, Calvin P. Stone, Robert M. Yerkes, *Alternates:* Steuart H. Britt, E. R. Hilgard, Clark L. Hull, Willard C. Olson, Herbert Woodrow. Clark Hull as first alternate served for John F. Dashiell who was unable to attend.

On April 10, 1943, Council voted an appropriation of \$500.00 toward the traveling expenses of delegates to the Intersociety Constitutional Convention.

The Intersociety Constitutional Convention of Psychologists was held in New York City on May 29 and 31, for the purpose of considering the amalgamation or cooperation of existing psychological societies in the furtherance of their scientific and professional aims.

President John E. Anderson, as instructed by the Association at the 1942 meeting, appointed the following Members to the Committee on College Curriculum Adjustments in Psychology to cooperate with the U. S. Office of Education Wartime Commission: H. E. Garrett, Chairman, Horace B. English, Edna Heidbreder, Ernest Hilgard, B. V. Moore, Louise Omwake, and Dael Wolfle. Council subsequently voted an appropriation of \$300.00 to permit a physical meeting of the Committee.

The Secretary spent April 12, 1943 in Detroit as an observer at the Clearing House operated by the American Chemical Society on the occasion of the Annual Meeting. Alden H. Emery, Assistant Secretary, described and interpreted the procedures used in bringing employers and employees into contact.

By vote of Council the Secretary circulated materials to all Associates of five or more years standing calling attention to the requirements of transfer. With the approval of Council, the Secretary also sent materials on Associateship to all non-affiliated registrants with the OPP and to non-affiliated members of affiliated societies. The Secretary received the generous cooperation of the Director of the OPP and the secretaries of affiliated societies. No doubt these activities assisted in sustaining the high rate of transfer and associate applications during a war year.

With the cooperation of Samuel W. Fernberger, the Secretary has supplied the AAAS with a brief history of the Association for printing in the AAAS Bulletin.

On January 9, 1943, Council elected John E. Anderson as the Association's representative to the Emergency Committee in Psychology to succeed Walter Miles.

Council has been informed that Donald G. Marquis of Yale University has been selected by the Emergency Committee in Psychology to succeed Steuart H. Britt as Director of the Office of Psychological Personnel. Dr. Britt left the post to become a lieutenant in the Naval Reserve.

Willard C. Olson was elected by Council as Representative of the APA to the Council of the AAAS to succeed Edmund S. Conklin, deceased.

Leonard Carmichael reports the dissolution of the National Committee on Education and Defense to which he had been named as representative of the APA.

Dael Wolfe in the absence of Calvin Stone, Chairman of the Election Committee, announced the election of the following officers and representatives by mail ballot:

President for 1943-1944: Gardner Murphy, College of the City of New York

Council of Directors for 1943-1946: Donald G. Marquis, Yale University and C. M. Louttit, Bureau of Naval Personnel, Washington, D. C.

Nominees for Representatives to the Division of Anthropology and Psychology of the National Research Council: Edna Heidbreder, Wellesley College; Ernest R. Hilgard, Office of War Information and Willard C. Olson, University of Michigan

Representative on the Social Science Research Council: Harold E. Jones, University of California at Berkeley

The President next took up in order the items on the mimeographed list of recommendations of the Council of Directors. These were presented as motions already made and seconded and open for discussion. Some presentations were made by Members who were present. In other instances, the Secretary presented the reports that had been received.

The Association voted to elect the following three persons directly as Members: Gladys L. Anderson, Emmet A. Betts and Harry D. Bouman.

The Association voted to transfer the 102 Associates named below to status of Members:

Adams, Clifford	Carlson, Hilding B.
Adams, Sidney	Child, Irving L.
Ames, Louise B.	Clark, Edward L.
Ansbacher, Heinz L.	Cook, Stuart W.
Arsenian, Seth	Crider, Blake
Babcock, Harriet	Croft, Lyle W.
Bagchi, Basu K.	Curtis, Quin F.
Baller, Warren	Eisenberg, Philip
Bartlett, Marion R.	Fay, Paul J.
Bell, Hugh M.	Finger, Frank W.
Bender, Irving E.	Finley, Cecile B.
Blankenship, Albert	Fisher, M. Bruce
Bobbit, Joseph M.	Fjeld, Harriet A.
Bolles, Mary M.	Gentry, Evelyn
Bolton, Euri B.	Goldstein, Kurt
Bryan, Alice I.	Greene, Katharine B.
Bugelski, B. Richard	Habbe, Stephen
Burchard, Edward M.	Hanks, Lucien
Burnside, Lenoir H.	Harris, Albert J.

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Henry, Franklin M.
Hilden, Arnold H.
Hinckly, Elmer D.
Humes, John F.
Jackson, Theodore A.
Jensen, Milton B.
Katz, Barney
Kelley, Noble H.
Kirk, Samuel A.
Klopfer, Bruno
Langhorne, Maurice C.
Layman, James W.
Lehman, Harvey C.
Lester, Olive P.
Lewinski, Robert J.
Longstaff, Howard P.
Macfarlane, Jean
Mathews, Chester O.
McCarthy, Dorothea A.
Maxfield, Kathryn E.
Morgan, Clifford T.
Mull, Helen K.
Newman, Sidney H.
Nowlis, Vincent
Omwake, Katharine T.
Patrick, Catharine
Phillips, Wendell S.
Ray, Wilbert S.
Riggs, Lorin A.
Roberts, Katherine E.
Robinson, Francis P.
Rosen, Esther K.
Ross, Clay C.
Russell, Roger W.
Sarbin, Theodore
Sargent, S. Stansfeld
Seitz, Clifford P.
Selling, Lowell S.
Sells, Saul B.
Shaffer, Laurance F.
Sharp, Agnes A.
Sharp, Winford L.
Shartle, Carroll L.
Shuey, Audrey M.
Shultz, Irvin T.
Smith, G. Milton
Smoke, Kenneth L.
Solomon, Richard S.
Stlecky, Lynde C.
Stone, Lawrence J.
Stromberg, Eleroy L.
Stuit, Dewey B.
Super, Donald E.
Swanson, Donald E.
Taylor, E. Katzoff
Terry, Paul W.
Vetter, George B.
Wait, Wallace T.
Walker, Robert Y.
Watson, Robert I.
Wittman, Mary P.
Wright, Herbert F.
Wylie, Margaret
Yaczynski, George K.

The Association voted to elect as Associates the 419 persons whose names appear below:

Abrams, Meyer Howard
Ackerman, Bernard R.
Adams, John Davry
Ahner, Charles W.
Anderson, George Lester
Aronson, Manuel
Ax, Albert Francis
Ayers, Arthur W.
Babb, W. W. Martin
Baden, Samuel Elliott
Bailey, Phyllis Elaine
Bair, John T.
Baird, Helen Lucile
Bakanofsky, David
Ball, Robert Jaudon
Barahal, George Dean
Batcheller, Delmer E.
Bates, Jerome Elliott
Bavelas, Alex
Becker, Roland F.
Bell, Grace
Bender, Dorothy
Benson, Lauren Albert
Berger, Evelyn M.
Bernstein, Lewis
Betke, Sister Mary Angela
Bettelheim, Bruno
Bier, William C.

Birbeck, Barbara J.
Bixler, Ray Herbert
Blake, Robert Rogers
Blatt, Benjamin
Bleakley, W. Harold
Blocksma, Douglas D.
Blodgett, Emerson F.
Blommers, Paul
Blum, Rosalind F.
Boehm, Alice Evelyn
Bondy, Curt Werner
Bowles, J. W., Jr.
Breland, Marian K.
Breslaw, Bernard J.
Brody, Benjamin
Broom, Perry Morris
Brownfield, Edith D.
Bryan, Robert C.
Burgemeister, Bessie B.
Burnett, Collins W.
Burns, Henderson G.
Cabral, Annita de Castilho
Calabresi, Renata
Chen, Han Piao
Chesky, Florence M.
Clapp, Hazel Scofield
Clark, Ruth E.
Clark, Violet E.
Coe, Samuel
Cohen, Josef Bertram
Cohen, Leonard M.
Colm, Hanna
Combs, Arthur W., Jr.
Cooperman, Irene G.
Craig, J. Harry
Cronbach, Lee Joseph
Crose, Jean Margaret
Crumbaugh, James C.
Crutchfield, McNairy M.
Dailey, John Thomas
Dalton, Robert H.
Dameron, Lawrence E.
Davidson, William M.
Davis, Frank Parker
Davis, Jeanne C.
Davis, Romayne E.
Day, Daniel D.
Deakins, Clarence E.
Decker, Harvey L.
Deemer, Walter L., Jr.
DeHaney, Kenneth G.
De Noover, Lambert
Delman, Louis
Demarest, Ruth
DeMott, John J.
Denny, Maurice R.
Deren, Amalie Muriel
Derner, Gordon F.
Derrer, Helen M.
DesLauriers, Augustin
Devine, Alfred N.
Diggory, James Clark
Dillinger, Claude M.
DiMichael, Salvatore G.
Dodson, Willie Anna
Doerr, Dorothy A.
Donofrio, Anthony F.
Doppelt, Jerome E.
Dragositz, Anna
Drucker, Bertram M.
Eckert, Ralph G.
Edmonston, Kay
Eliach, Ezekiel
Eliasberg, Vladimir
Elkisch, Paula
Ellis, Albert
Emery, Clifton W.
Escalona, Sibylle K.
Evans, Chester E.
Everest, Lloyd G.
Eysenck, Hans Jurgen
Farwell, Jane E.
Felsinger, John M.
Fink, Harold K.
Flory, Charles D.
Flowerman, Samuel H.
Folsom, Angela T.
Forer, Bertram Robin
Franklin, John F.
Fredenburgh, F. Alvah
Freeburne, Cecil M.
Freeman, Albert V.
French, Vera V.
Friedmann, Alice
Gair, Mollie
Galway, Edward H.
Garber, Robert B.
Garner, Wendell R.

Gebhard, Mildred E.
Geisel, John B.
Genn, George
Gerberich, Joseph R.
Gersoni, Charles
Giles, William W., Jr.
Gillman, Robert D.
Glaser, Robert
Glixman, Alfred F.
Gondree, Howard E.
Goodwin, Ida Jean
Gordon, Edna Isabel
Gragg, Donald B.
Graham, Virginia
Greenberg, Viera H.
Greenberger, Lawrence F.
Grimm, Elaine R.
Grings, William W.
Griswold, Janet H.
Guiles, Austin P.
Hamilton, R. Jane
Hampton, Peter
Handley, Isabel H.
Handrick, Fannie A.
Harbaugh, Barbara E.
Harper, Virginia M.
Harlow, Justin E.
Harris, Frank J.
Harris, William E.
Hartman, William J.
Hauser, S. Frederick
Harvey, Lucy Jean
Hausman, Howard J.
Hawkins, Harry Leslie
Hefferline, Ralph F.
Henke, Milo Walter
Herman, David T.
Herland, Leo
Hess, Lawrence W.
Hill, Arthur S.
Hillhouse, James Newton
Hobson, Robert Louis
Hock, Anthony E.
Hodges, Carroll B.
Holland, Glen Allen
Holmes, William F.
Hood, Jean A.
Hoopingarner, Newman
Horowitz, Milton W.
Horton, Lydiard H.
Howard, Daniel D.
Hsu, En Hsi
Huey, Edith H.
Humber, Wilbur J.
Jacobson, David
James, Alice Marie
Janes, William H.
Jenkins, David H.
Johannaber, Elizabeth C.
Johnson, Olof
Johnson, Paul E.
Johnson, Thomas F.
Johnson, Walter F., Jr.
Jolles, Isaac
Kantor, Robert Edwin
Keller, Robert J.
Kelly, Thomas J.
Kendler, Tracy S.
Kilby, Richard W.
Killian, Frank, Jr.
King, Joseph E., Jr.
King, Wilbur R.
Kinzer, John Ross
Knight, Edward R.
Korchin, Sheldon J.
Korda, Geraldine J.
Kramer, George A.
Kraus, Philip E.
Kushner, Rose E.
LaGrone, Cyrus W., Jr.
Lambert, William W.
Lane, Robert C.
Lashof, Flora A.
Lassman, Frank M.
Lawrence, Douglas H.
LeCraft, Beatrice A.
Lehmann, Josephine
LeShan, Lawrence L.
Letts, Elizabeth
Levin, Stanley
Levine, Milton
Levine, Abraham S.
Li, Gwen-Yuen
Lichtenstein, Arthur
Linnick, Ida
Lipman, Jeanne L.
Lit, Alfred
Littleton, Martha E.

Lively, Mary Louise
Loken, Robert D.
Louise, Sister Mary
Lucio, William H.
Lundin, Robert W.
MacCorquodale, Kenneth
Macdonald, Gordon L.
Madeira, John Philip
Madsen, Iver Nelson
Malamud, Isadore
Malone, John Thomas
Manoil, Adolf
Maraffie, Lewis F.
Marker, Beatrice W.
Marshall, Frances P.
Martin, Howard Gray
Matte, Ignacio Blanco
Matulaitis, Peter
McCormick, Kennon F.
McDade, Sister Mary T.
McHose, Samuel B.
McIlvaine, Harold R.
McMahon, Ottis Kelly
McNeal, Benjamin F.
McQuitty, John V.
Meehl, Paul Everett
Meiss, Margaret L.
Meissner, James H.
Mellenbruch, Paul L.
Millen, Helen Jane
Miller, James Grier
Miller, Robert B.
Milstein, A. Freda
Miner, Robert J.
Mitchell, Marjorie
Moon, Sheila E.
Morgan, David W.
Morgan, Fred B.
Moriarty, Alice M.
Morris, Phyllis A.
Motter, Maida K.
Mueller, Ralph
Mueller, Ronald A.
Muench, George A.
Munson, Mary Elizabeth
Murphy, Helen A.
Mussen, Paul H.
Napoli, Peter J.
Neal, Leola E.
Needham, Michael
Nelson, James H.
Newman, Michael
Niehaus, Stanley W.
O'Brien, George L.
Oppenheimer, Franz M.
Otness, H. Robert
Owens, Henry Grady
Paff, Gertrude E.
Patterson, Cecile H.
Pearl, Penelope M.
Peckham, Ralf A.
Pepitone, Albert D.
Perlow, Esther
Philips, Charles L.
Philleo, Charlotte C.
Pollack, Ruth C.
Pompan, Janet J.
Popenoe, Edith P.
Porter, Robert B.
Proshansky, Harold M.
Quadfasel, Fred A.
Quinsey, Donald L.
Rashkis, Harold A.
Rebish, Della
Reynolds, William A.
Rich, Joseph M.
Richardson, Carroll H.
Richardson, LaVange H.
Ritholtz, Sophie
Roberts, David H.
Roberts, Leo
Robinson, Harvey A.
Robitaille, Henry J.
Rogers, J. Maurice
Romero, Margaret R.
Rosenthal, Bernard G.
Rotter, Clara B.
Rouse, Richard O., Jr.
Roy, Howard L.
Rust, Ralph M.
Salman, Bella
Salomon, Ann Douglas
Samuelson, Babette F.
Schmidt, David G.
Schmierer, Hyman
Schoenfeld, Heinz
Schofield, William, Jr.
Schonbar, Rosalea

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Schrockel, Harry G.
Seaton, Kirk
Seeman, Stanley H.
Sender, Sadie
Shapiro, Irving
Shapiro, Solomon
Shattyn, Grace B.
Sheldon, Charles A.
Sherman, Harry
Shimp, William B.
Siebrecht, Elmer B.
Silver, Harry B.
Smith, Alathena J.
Smith, Anthony J.
Smith, George H.
Smith, Henry P.
Sneed, William H.
Snelling, Janet I.
Snoke, Mary Esther
Soares, Margaret L.
Sobel, Lottie
Sonday, Francis L.
Soskin, William F.
Sowiski, Jeanne C.
Speevack, Morris
Sprow, Allen J.
Stack, Norman Arthur
Stark, Irma
Staudt, Virginia M.
Steinberg, David
Steinberg, Morris P.
Steinman, Alberta R.
Steinzor, Bernard
Stephenson, George R.
Sternberg, Elsie E.
Stevens, William C.
Stewart, Jay M.
Stoll, George J., Jr.
Strang, Arthur L.
Stromberg, Jean T.
Sutherland, Anna Jean
Sweet, Alex L.
Swimmer, Reuben L.
Taliaferro, Mary L.
Taubman, Robert E.
Todd, Margaret E.
Traxler, Arthur E.
Triggs, Frances O.
Tsai, Chao-Siu
Tschechtelin, Sister Mary A.
Tucke, Charles L.
Tucker, Donald K.
Turchioe, Rita Marie
Turnbull, William W.
Usher, Joan Hope
Van Alstyne, Pauline C.
Van Buskirk, Golda M.
Van Der Lugt, Maria J.
Veltfort, Helene R.
Wagner, Enid Ruth
Walker, John L.
Wallraff, Charles F.
Wasson, Marianne H.
Watson, Sarah Martha
Wattles, Robert S.
Webb, Sam Clement
Webb, Wilse B.
Weitz, Robert D.
Welch, James C.
West, William A.
Westberg, William C.
Weston, Julien V.
Wheeler, Douglas E.
Wheeler, Erma F.
Wheeler, William M.
White, Bruce
White, J. Gustav
Whittredge, Barbara F.
Wilkes, Sherrell R.
Wilkinson, Bryan L.
Williams, Mary F.
Willmann, John M.
Winiarz, Francis A.
Witkin, Arthur A.
Woltman, Adolf G.
Wood, Kenneth S.
Woodruff, Aschel D.
Woodruff, Joseph L.
Wurster, Clyde H.
Yedinack, Jeanette G.
Yellin, Herbert C.
Young, Marguerite L.
Zadek, Mildred A.
Zambrowski, Basia B.
Zimmerman, Fred
Zimmerman, Frederick
Zucker, Herbert J.

Upon recommendation of the Council of Directors the Association voted:

That the present Program Committee, consisting of Harold Burtt, Chairman, Dael Wolffe and the Secretary, be continued for 1944.

That W. N. Kellogg of Indiana University be made Chairman of the Committee on Precautions in Animal Experimentation and that Roger B. Loucks be made a member of the Committee for the term 1943-46.

That the report of the Committee on Motion Pictures and Sound Recording Devices in the Instruction of Psychology, C. R. Carpenter, Chairman, be accepted with thanks and ordered printed in the Proceedings, and that the Committee be continued with the addition of Lester F. Beck. The Association further voted that the name of the Committee be changed to the Committee on Audio-Visual Aids. (See Reports)

That the Committee on Psychology and the Public Service, L. J. O'Rourke, Chairman, be continued with its present membership.

That the progress report of the Committee on the Preparation of Examination Questions in Psychology, Edward B. Greene, Chairman, be accepted with thanks, and that the Committee be continued with the following members: Dorothy C. Adkins, Chairman, Charles Bird, Paul R. Farnsworth, William R. Wilson, and S. Edson Haven.

That the report of the Committee on Investments, Willard L. Valentine, Chairman, be accepted with thanks, ordered printed in the Proceedings, and that the Committee be continued with its present membership. (See Reports)

That the report of the Committee on Scientific and Professional Ethics, John F. Dashiell, Chairman, be acknowledged and the Committee commended for its handling of the problems referred to it for adjustment. The Association further voted to appoint L. L. Thurstone as Chairman, and to appoint Herbert Woodrow for the term 1943-47 to replace John F. Dashiell whose term expires. The Association further voted that the Committee be requested to attempt a tentative codification of principles operative in cases which have been studied.

That the report of the Committee on the Constitution, John F. Dashiell, Chairman, be accepted with thanks, and ordered printed in the Proceedings; and that the Committee be continued with the following membership: Ernest Hilgard, Chairman, John E. Anderson, and Willard L. Valentine. The Association voted that the constitutional change, recommended by the Committee, be laid on the table pending discussion of plans for new By-Laws. (See Reports)

That the Committee on Displaced Foreign Psychologists, the late Barbara S. Burks, Chairman, be discontinued with thanks for its effective services during a trying period for European Psychologists. As requested at the 1942 meeting the Committee has been turning over its functions as rapidly as practicable to the Office of Psychological Personnel.

That the Committee on Extension of Functions of the Secretary's Office, Herbert Woodrow, Chairman, be discontinued with an expression of appreciation for its past services.

That the terminal report of the Committee on Observance of the Fif-

tieth Anniversary of the American Psychological Association and the Centennial of William James, Edwin G. Boring, Chairman, be accepted and printed in the Proceedings, and that the Committee be discontinued with thanks for its important accomplishments. (See Reports)

That the report of the Committee on War Services to Children, created jointly with the AAAP under the Chairmanship of Arthur T. Jersild, be acknowledged with thanks and ordered printed in the Proceedings and that the Committee be empowered to name representatives to participate officially in any inter-disciplinary organization that is or may be established to co-ordinate war-time and post-war activities on behalf of children. (See Reports)

That the Committee on Publicity and Public Relations be continued with its present membership and with the addition of Floyd Ruch as Chairman.

That the Committee on Standardization of Measures on Electrical Skin Resistance, G. L. Freeman, Chairman, be continued.

That the Committee on Titles and Content of Courses in Psychology, Harold A. Edgerton, Chairman, be discontinued.

That the Committee on College Curriculum Adjustments, H. E. Garrett, Chairman, be thanked for its work in the preparation of the report printed in the *Psychological Bulletin*, 40: 528-535, July, 1943, and that the Committee be discharged.

That the report of its representatives to the American Association for the Advancement of Science be accepted with thanks and ordered printed in the Proceedings, and that A. T. Poffenberger and Willard C. Olson be continued as representatives. (See Reports)

That the report of the Association's representative to the American Documentation Institute, be accepted with thanks and ordered printed in the Proceedings, and that Steuart H. Britt be continued as representative. (See Reports)

That the progress report of the representative of the American Psychological Association to the American Standards Association be accepted with thanks and that Harold O. Gulliksen be continued as representative.

That the report of the delegates to the Inter-Society Color Council be accepted with thanks and ordered printed in the Proceedings, and that affiliation with the Inter-Society Council be continued. The Association further voted to continue the present delegation with its Chairman, Forrest Lee Dimmick, and with the addition of S. Rains Wallace as a member. (See Reports)

That the report of the representative to the Division of Personnel of the National Committee for Mental Hygiene, be accepted with thanks, ordered printed in the Proceedings, and that Joseph Zubin, be continued as representative. (See Reports)

That the report of Leonard Carmichael, Chairman of the Division of Anthropology and Psychology, National Research Council, be accepted with thanks and ordered printed in the Proceedings. (See Reports)

That the report of A. T. Poffenberger, representative to the Social Science Research Council, be accepted with thanks and ordered printed in the Proceedings. (See Reports)

That Willard C. Olson, Secretary, be appointed to succeed John E. Anderson, retiring President, as representative of the Association to the Emergency Committee on Psychology of the National Research Council.

To appropriate \$10,000 to the National Research Council for the support of the Office of Psychological Personnel for the calendar year 1944 to be expended by the Treasurer according to a budget approved by Council. It is understood that any unexpended balance as of December 31, 1944, shall revert to the Association.

That \$2.00 be assessed on Members and Associates to assist in financing the War efforts of Psychologists through the Office of Psychological Personnel and that foreign Members and foreign Associates be exempted from the assessment.

To approve in principle the report of the Continuation Committee of the Intersociety Constitutional Convention and to take the following specific actions:

- (a) That the Committee on the Constitution serve as a liaison committee with the AAAP in perfecting the proposed By-Laws and presenting them to the membership.
- (b) That \$600, or such part of it as is necessary, be appropriated for the expenses of the Committee on the Constitution.
- (c) That the Committee on the Constitution be authorized to print the tentative By-Laws and a foreword in the *Psychological Bulletin* and to secure a provisional mail vote to revise the By-Laws.
- (d) That a second mail vote of Members and Associates be taken on the revised By-Laws and that the results of this vote be counted by the Election Committee 30 days after the mailing of the ballot and be made available at the next Annual Meeting.

To create a Committee on the Graduate and Professional Training of Psychologists with Edwin R. Guthrie as Chairman and J. Elliott Janney, Donald G. Marquis, Bruce V. Moore, Sidney Pressey, Robert R. Sears, and Willard Valentine as members.

To acknowledge the application of the Society of Experimental Psychologists for affiliation as received from the Secretary, Samuel W. Fernberger, under date of April 14, 1943, and to place the application on the agenda for consideration at the 1944 meeting as prescribed by the Constitution.

That the report of the Treasurer and Business Manager of Publications, Willard L. Valentine, for the year ending December 31, 1942, be approved and ordered printed in the Proceedings. The report is supplemented by a report of the auditors. (See Reports)

That the Treasurer's budget for 1944 be approved and ordered printed in the Proceedings. (See Reports)

That Willard C. Olson be reelected Secretary of the Association for the term 1943-46.

That the Council be empowered to make arrangements for the 1944 meeting to be held some time during the week beginning September 3 at a place to be determined later.

Upon motion by Edwin R. Guthrie, duly seconded, the Association unanimously adopted the following resolution:

Be it resolved that the American Psychological Association, assembled at the Fifty-first Annual Meeting, expresses its thanks to the members of the Department of Psychology and the officials of Northwestern University for the use of rooms and dining facilities and for the services attendant on the Annual Meeting.

There being no further business, the meeting adjourned at 3:30 P.M.

REPORTS

REPORT OF THE COMMITTEE ON MOTION PICTURES AND SOUND RECORDING DEVICES IN INSTRUCTION OF PSYCHOLOGY

To the Council of Directors and Members of the American Psychological Association:

The Committee has not met during the year. This is because of the fact that there was no annual meeting of the Association and because of the wide dispersal of the members of the Committee. Considerable correspondence has not substituted for meetings of the Committee which should meet two or three times annually in order to do the necessary work.

Attempts were made during the year to arrange for continuing the publication of the Cinema Register and for making available the films which have been described in this publication. In spite of the willingness of Professor Albert Ford to cooperate completely toward this end, it was impossible to make satisfactory arrangements for handling the films.

Contact has been maintained with agencies producing government films for instructional purposes. Thus far, only a very limited number of films have been produced which are suitable for use in instructional work in psychology. The quality of government films is improving and there is the possibility that during this coming year several films and film devices will be produced that will aid in the teaching of psychology.

The following problems exist and should be solved at the earliest possible time:

1. There is a lack of coordination in the production of films for use in psychological instruction.
2. The quality of films which have been produced and those that are being produced are in the main below the standards which are necessary in order to get and hold the attention of students in the classroom.
3. There is a need for a film reviewing and evaluating authority. Perhaps it is desirable that the Association give necessary power to the Committee for the evaluation and approval of films for the Association.
4. There is need for a film library both for the distribution of films for rentals and for the sale of prints.

5. There is need for greater circulation of information about sound recording and reproducing devices and their possible uses in instructional work. For example, the Sound Mirror has a wide potential use in the classroom.
6. There is need for research which demonstrates the degree to which films are effective in instruction of psychology and the relative effectiveness of various methods of presentation.
7. All films now available that relate to or can be used in instructional work in psychology should be reviewed and evaluated at the earliest possible date and improved or withdrawn from general circulation.

Recommendations: 1. That the name of this Committee be changed to read The Audio-Visual Aids Committee of the American Psychological Association.

2. That the Committee be given authority to review, evaluate and approve films for the American Psychological Association and that this Committee be designated as the official channel through which all films and sound recording or reproducing materials will be handled.

Respectfully submitted,
KENNETH H. BAKER
MILTON METFESSEL
WILLARD L. VALENTINE
C. R. CARPENTER, *Chairman*

REPORT OF THE INVESTMENT COMMITTEE AS OF DECEMBER 31, 1942

To the Council of Directors and Members of the American Psychological Association:

The invested surplus of the Association is in nine banks located throughout the country and in railroad bonds and U. S. Government obligations. During the year the total interest derived from these sources was \$1,087.85.

Respectfully submitted.
LEONARD CARMICHAEL
SAMUEL W. FERNBERGER
WILLARD L. VALENTINE, *Chairman*

REPORT OF THE COMMITTEE ON THE CONSTITUTION

To the Council of Directors and Members of the American Psychological Association;

The members of the Committee have had before them during the year a few questions, upon only one of which are we ready to base a definite recommendation. They are:

I. Left over from last year is the suggestion made to us that in the listing of a member or an associate in the Yearbook he be allowed to use an "A" to indicate a field in which he is engaged in applied work—paralleling the uses of "I" and "R."

WE RECOMMEND that Article X, Section 2, be altered by adding to sentence one, "and (5) their fields of applied work."

II. We have considered suggestions for closer relations between the APA and the AAAP. On this we postpone any recommendation.

III. We have received the suggestion that the APA might well delete the requirement of a delay of one year before a petition for affiliation received from another society can be approved by the APA (Article XI Section 1). On this also we postpone recommendation.

Explanation: Postponements of matters under II and III—and I also perhaps—seems advisable in view of the fact that a Continuing Committee of the Intersociety Constitutional Convention which met in May, is now at work on major proposals for closer organization of many psychological societies, involving a reorganization of the APA.

IV. We recommend that some Committee on the Constitution be continued, but perhaps differing in size and in personnel from the present one.

Respectfully submitted,

LUTON ACKERSON
JOHN E. ANDERSON
SAMUEL W. FERNBERGER
ROBERT B. MACLEOD
KARL F. MUENZINGER

BRONSON PRICE
DAEL L. WOLFLE
ROBERT S. WOODWORTH
JOHN F. DASHIELL, *Chairman*

REPORT OF THE COMMITTEE ON OBSERVANCE OF THE FIFTIETH ANNIVERSARY OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION AND THE CENTENNIAL OF WILLIAM JAMES

To the Council of Directors and Members of the American Psychological Association:

On behalf of the Committee on Observance of the Fiftieth Anniversary of the American Psychological Association and the Centennial of William James, the Chairman begs to report that plans were made for two celebrations in Cambridge at the meetings of the American Psychological Association in September, 1942. The celebrations were cancelled when the meetings were cancelled, and the Committee secured papers from principal participants and short papers from those who were to have spoken extemporaneously and from a few others who would have been asked but who would probably not have been able to come. All of these papers, together with an exhibit of the growth of psychological journals in America from 1892-1942 and two exhibits of James' letters, as well as a Jubilee of the *Psychological Review* in its fiftieth volume, were published in the January number of the *Psychological Review* in 1943. That number and the preface to it constitute the already printed report of the Committee.

The Chairman recommends the discharge of the Committee.

Respectfully submitted,
EDWIN G. BORING, *Chairman*

REPORT OF THE COMMITTEE ON WAR SERVICES TO CHILDREN

To the Council of Directors and Members of the American Psychological Association:

The Committee has sought to participate in wartime efforts in behalf of children, and to take stock of research dealing with the impact of war on children.

The Committee has offered its services to various national and regional bodies, and it has offered to be of assistance in connection with foreign relief and rehabilitation service operations under the auspices of the Department of State. In order to be informed as to how best it might be of service, suggestions were solicited in a note in the *Psychological Bulletin* of April, 1943, and in letters sent to a number of psychologists located throughout the country.

Through one of its members, the Committee has prepared a critical review of literature dealing with the impact of the war on children, for publication in an early issue of the *Psychological Bulletin*.^{*} Information as to studies that are under way or that are being planned has been solicited, and on a limited scale the Committee has served as a clearing house for current investigations in this field. It is contemplated that further comprehensive surveys be prepared during and following the war.

Continuation of the Association's interest in these lines of activity seems desirable. Since undertakings in child welfare involve many disciplines other than psychology, the Committee is of the opinion that provisions should be made, either through stipulations with regard to the present Committee or through a different arrangement, that would enable the Association officially to participate in the work of an inter-disciplinary organization or committee that is or might be established to coordinate wartime and postwar activities in behalf of children.

Respectfully submitted,

JOHN E. ANDERSON
GERTRUDE HILDRETH
KATHRYN E. MAXFIELD
CATHERINE C. MILES
R. T. ROCK, JR.
GLADYS C. SCHWESINGER
MARY M. SHIRLEY
FRANK K. SHUTTLEWORTH
ANNA S. STARR
ARTHUR T. JERSILD, *Chairman*

REPORT OF THE REPRESENTATIVES TO THE COUNCIL OF THE AMERICAN
ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

To the Council of Directors and Members of the American Psychological Association:

The one hundred and eleventh annual meeting of the American Association for the advancement of Science which was to be held in New York City beginning December 28, was cancelled by its Executive Committee, at the direct request of the Office of Defense Transportation.

The address of the retiring President of the Association, Dr. Irving Langmuir, was published in the January 1 issue of *Science*. It should be read by all psychologists, as it argues for certain limitations upon the functions of Psychology and the Social Sciences generally. The newly

* *Psychol. Bull.*, 1943, 40, 541-573.

elected President is Isaiah Bowman, President of Johns Hopkins University.

By vote of the Fellows of the Section of Psychology, Herbert Woodrow, Professor of Psychology at the University of Illinois, was elected Vice-President.

A most unusual program had been arranged jointly with the Section on Education. There was to be a symposium on the question: "What should the Ordinary Citizen Know about my Field?" Twelve past presidents of the AAAS were to participate. It seems most unfortunate that such an excellent plan had to be abandoned.

It is noted that the two distinguished representatives who signed the section report in 1942, Professor Edmund S. Conklin and Professor John A. McGeoch, died during that year.

Respectfully submitted,
A. T. POFFENBERGER
WILLARD C. OLSON

REPORT OF THE REPRESENTATIVE OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION ON THE AMERICAN DOCUMENTATION INSTITUTE

To the Council of Directors and Members of the American Psychological Association:

The annual meeting of the American Documentation Institute was held in Washington, D. C., Thursday, January 28, 1943, at Science Service. The activities of the Institute during 1942 consisted of the continued operation of the auxiliary publication service; provision of sets of microfilm; cooperation with the United States Department of Agriculture in furnishing equipment for operating Biblio film Service; continuation of the Oriental Science Literature Service; a conference dealing with the problems of obtaining and distributing foreign journals under war conditions; and aid in various ways on matters of scientific and scholarly documentation. The 1942 grant of the Carnegie Corporation assures the maintenance over a considerable future period of the continuing major activities of auxiliary publication, and of provision of sets of journals in microfilm. The facilities and organization of the ADI are available for furthering the objectives of any scientific groups, particularly in connection with the war and post-war plans.

The representative from the American Psychological Association was elected as the new Treasurer for the American Documentation Institute.

Respectfully submitted,
STEUART HENDERSON BRITT

REPORT OF THE INTER-SOCIETY COLOR COUNCIL DELEGATION

To the Council of Directors and Members of the American Psychological Association:

During the past year, the normal activities of the Inter-Society Color Council have been accelerated in certain directions by War needs. In particular, the development of a more adequate test for "color blindness,"

has been going forward parallel with the work on a color aptitude test. In its function as coordinator of color information, the Council arranged a program on color blindness for its joint session with the Optical Society in March, 1943.

The council has assisted in the formulation and adoption of a color standard by the American Standards Association. It accepted the invitation to appoint a director to the board of the Munsell Color Foundation. The contact and exchange of information with the Physical Society Color group of London has been continued and increased. All these and many other similar activities are reported in the ISCC News Letter which is sent regularly to all delegates.

The establishment of the Munsell Color Foundation should have further explanation. The heirs of A. H. Munsell have placed the assets of the Munsell Color Co. in the hands of a board of directors consisting of the manager of the company, representatives of the National Bureau of Standards, the Inter-Society Color Council, and the Optical Society of America, and A. E. O. Munsell representing the donor, A. S. Allen, and I. H. Godlove. The Foundation is incorporated in the State of Maryland for the purpose of furthering research in color. It is a non-profit organization and the extent of its potential usefulness and influence may be gathered from the list of groups that are cooperating.

The News Letter continues to serve its unifying function by keeping delegates who are not able to attend meetings fully informed of the Council's activities. This is particularly important because so many delegates are now in the armed services or engaged in war work that excludes their customary regular attendance.

The delegation of the American Psychological Association has continued to take its proper part in the activities of the Color Council. The following excerpt from a report to the ISCC indicates some of those activities.

During the year members of the American Psychological Association delegation have been widely active with problems of color. We shall do no more than point to the partial results of this activity in several cases. S. M. Newhall is reporting his work with the spacing of Munsell color at the current meeting of the OSA. Harry Nelson and Elsie Murray are likewise appearing on the program. T. F. Karwowski reports that he is working on depth perception for colored lights. M. J. Zigler has been obtaining data for the Color Aptitude Test as well as carrying on confidential research for the NDRC. F. A. Geldard has set up a job analysis problem within the Air Forces to determine the importance of color vision for various flying requirements. Louise S. Roland is cooperating in this study as well as carrying on other visual problems at the School of Aviation Medicine. J. P. Guilford is busy directing the work of the Psychological Research Unit #3 of the Army Air Forces, but earlier in the year made valuable contributions to the work of the Aptitude Test Committee.

In addition, M. T. Zigler is serving on the Executive Committee of the Council, and several delegates participated in the program on color blindness arranged by the ISCC for its joint meeting with the Optical Society of America in March, 1943. (See *Psychol. Bull.* 1943, 40, 459.)

Your delegation recommends that the APA continue its affiliation

with the Inter-Society Color Council and that the present delegation be re-elected.

Respectfully submitted,

FORREST LEE DIMMICK, *Chairman*
SIDNEY M. NEWHALL, *Voting Delegate*
MICHAEL J. ZIGLER, *Voting Delegate*
FRANK A. GELDARD
CLARENCE H. GRAHAM
JOY P. GUILFORD
HARRY HELSON
THEODORE F. KARWOSKI
ELSIE MURRAY
LOUISE L. SLOAN

REPORT OF THE REPRESENTATIVE TO THE DIVISION OF PERSONNEL OF THE
NATIONAL COMMITTEE FOR MENTAL HYGIENE

To the Council of Directors and Members of the American Psychological Association:

The Division of Personnel was organized four years ago to serve as a clearing center of information on all aspects of personnel work in the mental hygiene and related fields. As a basis for this work it has prepared and maintained various compilations of institutional and personal data which serve as valuable reference sources in the interests of better training and placement in psychiatry, clinical psychology, psychiatric social work and nursing.

The Division is constantly seeking to improve this aspect of the National Committee's work in order that it may become increasingly helpful in filling vacancies in important posts. But it is still more concerned with improving the quality of training in these professional specialties. However, the provision of trained personnel is a genuine need for sound growth and development in a field of professional work so highly specialized and still largely in a pioneering and enterprising stage, as is mental hygiene even today. And the need is acute, if we may judge from the varied demands to assist in finding qualified workers for positions, that have come to the offices of the National Committee for Mental Hygiene since the inception of the Division of Personnel.

As conditions in the economic world began to improve and the days of the national financial crisis and retrenchment period have faded into the background, it has been gratifying to watch the growing demand for psychologists in child and mental hygiene clinics, schools and hospitals. There has occurred a constant and steady increase in the number of requests coming to the National Committee for professional assistance, and from individuals seeking opportunities in their specialty. These latter persons have ranged from those who have merely completed their academic training and are seeking their initial experience to those well established in the field. And the requests have been nation-wide. The Division has served also as a center of information concerning training.

Until the Office of Psychological Personnel of the American Psycho-

logical Association and the Clearing House of Information on Placement of the Eastern Psychological Association came into existence a short time ago, the National Committee, so far as we are aware, was the only center of information for this group of workers. Therefore, we have been glad to cooperate with these new offices in serving the psychological field, and we remain the main psychological placement center having headquarters in New York City. The general feeling expressed by those seeking workers or employment has been one of appreciation that the National Committee has developed its facilities to include this important service.

It may be of interest to the members of the American Psychological Association to know the types of positions for which we have been able to suggest workers. They include

A children's home in the south, desiring a person for work with individual children, diagnosing their special needs, such as educational, recreational, social or emotional.

A state home and training school in the midwest.

A guidance institute serving a county in an eastern state.

A Children's Bureau in a public school system in one of the eastern coast states.

A joint position with a public welfare department and a clinic operated by a mental hygiene society in the south.

A children's home society in Virginia.

A child guidance clinic in Oklahoma.

The board of education in New York.

A child guidance clinic in a University in the south.

A state colony and training school in the south.

A private school in the east.

A family welfare society on the east coast.

The child welfare services in the southwest.

A county guidance clinic in the midwest.

A state hospital in the New England region.

A psychiatric clinic connected with a University in the northwest.

These are only a sampling of the kinds of positions that we have been called upon to aid in filling.

The war necessarily is creating a demand upon the psychological clinical field, as well as upon the psychiatric and psychiatric social work groups. And today there is a shortage of qualified male psychologists for civilian occupation. The Division has been active in an effort to direct psychologists who are entering war service to apply to the branches where their special training will be most useful; i.e., to the clinics handling the personal and family problems of the soldier and sailor. Likewise, the Director of the National Committee has been in a strategic position to aid as a consultant to those in charge of the psychological clinical facilities in the war service.

The foregoing account was prepared for your representative by Emily L. Martin, Secretary of the Division of Personnel.

Respectfully submitted,
JOSEPH ZUBIN

REPORT OF THE CHAIRMAN OF THE DIVISION OF ANTHROPOLOGY AND
PSYCHOLOGY OF THE NATIONAL RESEARCH COUNCIL

To the Council of Directors and Members of the American Psychological Association:

The anthropologists and psychologists of the country, as organized in the Division of Anthropology and Psychology of the National Research Council have, during the past year, given most generously of their time, energies, and intellectual resources in an attempt to deal effectively with the many war problems with which they have been confronted, most of which have assumed the form of actual requests for assistance and advice from the Services and from governmental agencies working in these areas. As a result of these requests the tempo of Division activities has been an ever-increasing one, the staff and Committee personnel has expanded, and liaison has been established with virtually every branch of the armed Services and with a large proportion of governmental agencies. Projects which, before the war, tended to be of a strictly anthropological nature or a strictly psychological nature have taken on a new character with the advent of the war: it has now developed that many problems which psychologists had heretofore considered to pertain solely to their fields of specialization are being handled by anthropologists, and vice versa.

Early this spring a Committee on War Service of Anthropologists was formed in the Division for the purpose of preparing a report on *Anthropology During the War and After* in order to acquaint anthropologists outside of Washington with the many diversified activities now being engaged in by people of that profession and to orientate universities with regard to various problems and projects which might be undertaken. This report, which is enlightening, informative, and most important, has been mimeographed and may be obtained from the Division office upon request.

The Committee on the Anthropology of Oceania and the Committee on African Anthropology have published a series of confidential Personnel Lists on each of these regions, each installment containing names of individuals with experience in the region, together with pertinent information with regard to each individual. These have been distributed to authorized persons, upon request, by the Ethnogeographic Board at the Smithsonian Institution. Representatives of the Services and governmental agencies have received the strategic information embodied in the lists with the greatest enthusiasm and appreciation. Other projects, either completed or in progress in the fields covered by these two active anthropological Committees include: a special study of Western Sumatra and the islands off that coast; a Directory of Organizations in America Concerned with Oceania; a list of anthropologists having had administrative experience; the formation of a Subcommittee to be concerned with native government in Oceania; the preparation of a series of *Strategic Bulletins of Oceania*; a list of native Africans living in the United States; a Bibliography of North Africa, which, although still in a state of preparation, is constantly being utilized by the Services; a series of maps with tribal index; and a compilation of native names of diseases in Africa. The

Ethnogeographic Board has been of invaluable assistance in the dissemination of materials provided by these two Committees.

The Committee on Food Habits, an advisory research committee complementing the Food and Nutrition Board, administered by the Division of Biology and Agriculture, now operates with the Nutrition and Food Conservation Branch of the Food Distribution Administration of the U. S. Department of Agriculture. This Committee, under the able direction of its Chairman, Dr. Carl E. Guthe, and its Executive Secretary, Dr. Margaret Mead, has continued to conduct investigations in various parts of the country on nutrition and food habits and to issue reports on these studies. The Committee has been actively engaged in compilations, such as attitude sampling, confidential reports, and dietary patterns of minority groups. A series of conferences have been held throughout the year, which have taken the form of liaison sessions, group meetings, and meetings arranged by the Executive Secretary to bring together local groups in various parts of the country.

The Committee on Child Development, under the chairmanship of Dr. R. S. Woodworth, held a Conference on War and Postwar Child Services and Research in Chicago and Washington on March 19 and 20, 1943. Because of the lack of funds, the deliberations of the Conference were focussed around plans for work which might be undertaken with a minimum of financial assistance, and committees were formed to initiate plans for (1) Child Accounting, (2) Minimal Research Requirements During the War and Reconstruction Period in the United States and Abroad, and (3) Research Problems for Intensive Investigation. The Society for Research in Child Development, with offices in the National Research Council, has continued the publication of the *Child Development Quarterly*, the *Child Development Abstracts and Bibliography*, and *Monographs of the Society for Research in Child Development*. Receipts from membership dues and subscriptions to the journals provide a fund by means of which the publication program may be continued.

The Committee on Classification of Military Personnel Advisory to the Adjutant General's Office has continued its important and effective work under the chairmanship of Dr. Walter V. Bingham. During the year it has dealt with such problems as pre-induction screening, the sorting of newly inducted troops, and the selection of officers with leadership ability. In an attempt to solve another problem with which the Committee has been faced, a subcommittee of five, known as the Advisory Board on Mechanical and Technical Personnel, has recently been organized. This Board will explore new means of selecting men who have an aptitude for, and may be trained in, mechanical occupations of various kinds.

Through its many contacts with the Services and governmental agencies during the past year the Emergency Committee in Psychology, under the chairmanship of Major Karl M. Dallenbach, has continued to formulate policies, plan, and advise. Through the activities of its various subcommittees and special committees many extremely important ideas have been brought to the attention of the Committee for transmittal to the Services and appropriate branches of the Government. These include: the improvement of training procedures in the learning of International

Morse Code; the training of illiterate soldiers; the detection of mental defectives in the Army Specialized Training and Induction Station Testing Programs; the advancement of the work of women psychologists in connection with the war; the advancement of plans for psychological readjustment in the postwar period; the addition of psychology to the curriculum of the Army Specialized Training Program and the training of 800 men per year in Personnel Psychology; and suggestions as to deferment policy for psychologists. Other projects of the Committee have included: the publication of *PSYCHOLOGY FOR THE FIGHTING MAN*, under the editorship of Dr. E. G. Boring; the formation of a Subcommittee on Problems of Leadership; the formation of the Subcommittee on Survey and Planning, which has acted as an overall planning and advisory group and at whose suggestion the Intersociety Constitutional Convention of Psychologists was held; the listing of psychologists' activities and of translators; and the routing of various research projects to universities.

In February, 1943, the Office of Psychological Personnel, under the direction of Dr. Steuart Henderson Britt, began its second year of activity, functioning as a clearing house of information through which governmental and military agencies have been able to obtain the names and qualifications of individuals eligible for appointment and as an advisory agency for those desiring to be of help in the war effort. The Office has been supported by the National Research Council, the American Psychological Association, the American Association for Applied Psychology, the Society for the Psychological Study of Social Issues, and the Society of Experimental Psychologists. Following Dr. Britt's resignation on June 1, 1943, Dr. Donald G. Marquis accepted the directorship of the Office. Dr. Britt is now a Lieutenant in the U. S. Naval Reserve.

The Committee on Latin-American Psychology, under the chairmanship of Dr. J. G. Beebe-Center, has become a subcommittee under the Joint Committee on Latin-American Studies, along with anthropological committees in this area. A series of articles on psychology in various South American countries is in process of appearing in psychological journals. Exchanges of periodicals with Latin America have been arranged in the case of certain of our psychological journals, and reviews of Latin-American psychology books have appeared in journals in this country.

The Committee on Problems of Neurotic Behavior, under the chairmanship of Dr. Walter R. Miles, has continued in its sponsorship of *Psychosomatic Medicine* and *Psychosomatic Medicine Monographs*. One monograph, *THE SEXUAL CYCLE IN WOMEN*, constituting the first part of Volume III, has been published during the year. In December, 1942, the American Society for Research in Psychosomatic Problems was formed, subscription to *Psychosomatic Medicine* being made a part of the membership dues. The Subcommittee on Personality Inventory has been deleted from the roster of Divisional Committees, the purpose for which it was organized having been fulfilled.

Through contractual arrangement with the Civil Aeronautics Administration, the Committee on Selection and Training of Aircraft Pilots, under the chairmanship of Dr. Morris S. Viteles, has, during the year,

again been generously financed. Dr. Jack W. Dunlap resigned as Director of Research for the Committee in the Fall of 1942 to accept a commission as Lieutenant Commander in the U. S. Naval Reserve but has continued his affiliation with the Committee as a member of the Executive Subcommittee. Dr. Robert Y. Walker, of Ohio State University, and Mr. Morey J. Wantman, of the University of Rochester, have been acting as Director of Training and Director of Testing, respectively. Since the formation of this Committee in 1939 the emphasis has been on research, but now it is possible to apply the findings of this research. Many interesting aspects of the Committee's work have developed, among which might be mentioned: the CAA-National Testing Service, which was designed for uniform administration and scoring of tests used throughout the country for screening candidates for training in the Army phase of the Civilian Pilot Training Program; the development of PATTER and FUNDAMENTALS OF BASIC FLIGHT MANEUVERS, which have been utilized in the War Training Service Program and by the Navy; the preparation of a Textbook on Aviation Psychology, which is being undertaken under the editorship of Dr. Norman L. Munn; the publication of a popular article on *How to Prevent Airsickness*, which constituted one of the outcomes of an investigation in that field by Dr. G. R. Wendt; a Training Institute for Pilot Instructors, held at the request of the War Training Service at the University of Minnesota, April 1-10, 1943, material for the course consisting of Standard Lesson Plans prepared by the staff of the Committee; the continued publication of reports of research sponsored by the Committee since its inception; and the development of certain recording instruments.

There has developed in the Division during the past year another Committee dealing with selection and training problems—the Committee on Service Personnel—Selection and Training, with Mr. John M. Stalnaker as Chairman and Dr. Charles W. Bray as Executive Secretary. This Committee acts in an advisory capacity to various Service groups, recommends important experimental projects to the National Defense Research Committee, and supervises those projects which have been contracted for by the National Defense Research Committee. The Committee and its subcommittees have held frequent meetings to deal with the numerous requests which come from the Services.

Three applications for fellowships in the Natural Sciences for the year 1943-1944 were received in the Division, all of them being requests for fellowships in psychology. Following review of the applications by the psychological members of the Committee on Fellowships and by the National Research Fellowship Board, Dr. Herman A. Witkin, Ph.D., New York University, 1939, was appointed to the sole fellowship awarded in the Division. Dr. Witkin's research on *The Role of Visual and Postural Factors in the Determination of the Constancy of the Perceived Vertical and Horizontal* is to be done at the New School for Social Research under the direction of Dr. Max Wertheimer.

Respectfully submitted,
LEONARD CARMICHAEL

REPORT OF THE REPRESENTATIVE TO THE
SOCIAL SCIENCE RESEARCH COUNCIL

To the Council of Directors and Members of the American Psychological Association:

The organization of the Social Science Research Council is such that Psychology is called upon to join forces with Sociology, Economics, History, Political Philosophy, Anthropology, and Statistics for the general advancement of Social Science. Theoretically, one should look, therefore, for rather broad developments upon the whole Social Science Front and should be equally interested in whatever advances occur. Actually, advances are made by sectors here as elsewhere and in some of these the psychologists will be more interested than in others. But even when individual projects are examined they will be found to be the joint responsibility of two or more of the Social Sciences. Thus the monograph by G. W. Allport on *The Use of the Personal Document in Psychological Science*, published last year, is one of a series of similar studies in the fields of Sociology, Economics, History, and Anthropology directed toward the general goal of improvement in the use of the personal document. It is planned to gather these reports into three volumes of which the Allport study will be Volume I. Likewise, the various appraisals of research which have been in progress for several years, and which have dealt with specific publications are directed toward the general improvement of research in the Social Sciences.

A number of memoranda on Social aspects of the war have been prepared by the Committee on Social Adjustment. They outline research projects which can be carried on in one's own community and with little or no financial support. In addition to the one mentioned in the report of last year on methods of studying public opinion, there are memoranda on: *War and Crime*, *Internal Migration*, and *Vital Phenomena as Affected by the War*. Still other reports will follow.

The study of foster children carried on by Barbara Burks under the Committee on Social Adjustment has been abruptly halted by her untimely death. An attempt is being made to prepare for publication the data which she had accumulated.

A project that should be of especial interest to psychologists has grown out of the recognition of a need for repetition of research for purposes of verification. The raw data of several researches in Sociology are being subjected to independent analysis by different investigators, using different techniques and attacking the analyses from differing points of view. Reports of these "repeat" studies will be published shortly. It is hoped that they will serve as an example to be followed in the other Social Sciences.

A Survey of Objective Studies of Psychoanalytic Concepts prepared by Robert R. Sears for the Committee on Social Adjustment was published as Council Bulletin No. 51. It has had a larger immediate sale than any other Council Bulletin. It is hoped that such a wide distribution of the report will stimulate further critical study and research in this important field.

The Social Science Research Council has set up an office in Washington, D. C. to serve as a clearing house and coordinating center for Social Science personnel and for Social Science problems arising out of the war emergency. It is under the direction of Dr. Donald Young of the Council staff. It is intended to be of service to psychologists as to all the other Social Sciences, although the Office of Psychological Personnel serves adequately the more immediate needs of the former.

The changing character of the fellowship situation in very recent years was examined by a special committee of the Council under the chairmanship of R. S. Woodworth. Few essential modifications in the current program were recommended. Careful study is being made by the Council of the probable post-war Fellowship problem. The number of fellowship applications in 1943 was 69 as compared with 89 last year. The number granted was 15 this year as compared with 20 last year. There were 10 applicants in the field of psychology of which one was granted to Dale Harris of the University of Minnesota for study with E. W. Burgess at the University of Chicago. Last year there were 11 candidates and two awards.

There was a sharp reduction in requests for grants-in-aid, from 97 in 1942 to 57 in 1943. For psychology the number fell from 15 to 7, and the grants from 6 to 2. Both the fellowship and the grant-in-aid figures reflect the war emergency.

The newly elected representative is W. S. Hunter, who succeeded Mark A. May.

Respectfully submitted,
A. T. POFFENBERGER

REPORT OF THE TREASURER AND BUSINESS MANAGER OF
PUBLICATIONS

To the Council of Directors and Members of the American Psychological Association:

I am transmitting herewith the audited accounts of the American Psychological Association and its publications for the year January 1, 1942 to December 31, 1942, the details of which are shown by the accompanying audited schedule. The following paragraphs are a resume of the most important points in the audited accounts.

The acquisition of the *Journal of Applied Psychology* before the close of the year changes the financial picture somewhat because the Association assumed a liability of \$10,000 in the transaction. As a consequence although various divisions operated for the year with a net surplus of \$3,884.95 and the assets increased to \$99,632.20, this liability, and others, reduced the net worth of the Association from \$56,240.05 as of December 31, 1941, to \$50,151.99* as of December 31, 1942.

It is planned to liquidate this liability from the yearly operations of the *Journal of Applied Psychology* over a period of ten years starting January 1944.

* The net worth of the Association is conservatively estimated and does not include some \$14,000 representing reserves for special purposes, the details of which are given in the balance sheet.

The purchase of the new journal does not affect the statement of income and expense which shows a total net income of \$4,709.64. The amount of cash received into the treasurer's office was some \$3,500 more than the previous year because of an increased proportion of dues diverted from the publications in anticipation of heavy expense of the Office of Psychological Personnel. As in previous years the total ordinary non-publication expenses amounted to about \$6,000, but the unusual expense for the Office of Psychological Personnel, which was almost \$5,000, resulted in a deficit of \$46.36 in this account.

There was a general increase in the cost of printing rates for all the journals due to wage increases that were allowed at various times during the year. Insofar as possible the resulting increase in cost per page was absorbed by reducing the number of pages printed, but even so a gradually increasing size of each edition is a contrary factor which frequently overbalances this attempt at compensation. The total printing costs for all journals was \$26,533.91 in comparison with \$26,303.88 in the previous year; but 24,000 more units were produced, bringing the total to 128,000.

The *Bulletin* presents the only serious deficit among the journals.

It amounted to \$662.01 and was caused principally by a decrease in the sale of back numbers, which varies in an unpredictable fashion over a period of years, and by an increase in printing costs of about \$750.

The *Journal of Abnormal and Social Psychology* ended the year with a balance of \$763.08 which was added to the surplus of the journal, bringing this amount to \$5,674.83.

The number of club rate subscriptions increased from 551 at \$8.00 in 1941 to 687 at \$7.50 each in 1942.

Aside from the usual routine, the work of the Business Manager concerned preparations for the purchase of the *Journal of Applied Psychology*. The routine was unusually heavy because of the numerous changes of address occasioned by the war. To December, 1942, about 3000 changes were made in a list of less than 3300.

Respectfully submitted,

WILLARD L. VALENTINE, *Treasurer and Business Manager*

**CONDENSED REPORT OF EXAMINATION
AMERICAN PSYCHOLOGICAL ASSOCIATION, INC.
YEAR ENDED DECEMBER 31, 1942**

Auditor's Certificate

March 3, 1943

American Psychological Association, Inc.,

We have examined the balance sheet of the American Psychological Association, Inc. as of December 31, 1942, and the statements of income and expense and net worth for the year then ended, have reviewed the accounting procedures of the Association and, without making a detailed audit of the transactions, have examined or tested accounting records of the Association and other supporting evidence, by methods and to the extent outlined in this report.

A summary of the balance sheets at December 31, 1942, and December 31, 1941, follows:

Assets	Dec. 31, 1942	Dec. 31, 1941	Increase Decrease*
Cash.....	\$58,746.61	\$75,741.04	\$16,994.43*
Marketable securities.....	37,962.08	12,910.01	25,052.07
Accounts receivable—net.....	3,202.11	2,735.74	466.37
Inventorys:			
Valuation placed on stock of back numbers of publications.....	1.00	1.00	
	<u>\$99,911.80</u>	<u>\$91,387.79</u>	<u>\$ 8,524.01</u>
Liabilities and Net Worth			
Accounts payable.....	\$ 2,835.20	\$ 3,331.73	\$ 496.53*
Contract payable.....	10,000.00		10,000.00
Deferred income:			
Unexpired subscriptions.....	23,027.83	23,838.88	811.05*
Reserved for special purposes.....	13,896.78	7,977.13	5,919.65*
Net worth.....	50,151.99	56,240.05	6,088.06*
	<u>\$99,911.80</u>	<u>\$91,387.79</u>	<u>\$ 8,524.01</u>

The following comments relate to the accompanying financial statements and to the scope of our examination:

Cash on demand deposit and in savings accounts was reconciled with the amounts reported directly to us by the depositaries, and cash for deposit was received early in January according to advice from the bank. Office cash funds were confirmed by direct correspondence with the custodians thereof. The records of cash transactions for the year were checked by comparisons of the totals of cash receipts recorded in the cash book with deposits shown in monthly bank statements and by inspection of paid checks, invoices or other data on file in support of the recorded disbursements.

Marketable securities, which were presented for our inspection, are shown below:

	Interest Rate	Cost	Market Value Dec. 31, 1942	Accrued Interest Dec. 31, 1942
U. S. Savings bonds—Series G, due November 1, 1953.....	2½%	\$ 5,000.00	\$ 4,890.00	\$ 20.83
U. S. Savings bonds—Series G, due December 1, 1954.....	2½%	25,000.00	25,000.00	52.08
		<u>\$30,000.00</u>	<u>\$29,890.00</u>	<u>\$ 72.91</u>
Chesapeake & Ohio Railway Co., refunding and improve- ment mortgages, Series G, due February 1, 1960.....	2 6/10%	7,802.50	7,760.00	86.67
Totals.....		<u>\$37,802.50</u>	<u>\$37,650.00</u>	<u>\$159.58</u>

The amount stated for accounts receivable was in agreement with the total of a listing of the individual accounts. We did not correspond with the debtors for confirmation of the balances due. The Association follows the policy of recording dues of members and associates when they are

received; therefore, no asset amount is stated in the balance sheet for unpaid dues.

The receivables from Dr. James P. Porter represent the unexpired portion of subscriptions received by him to the *Journal of Applied Psychology* as of December 31, 1942. The Association purchased this Journal from Dr. Porter for the sum of \$10,000.00 on that date.

Inventories of back numbers of publications, carried in the balance sheet at \$1.00, are summarized and shown in a schedule included later in this report.

All ascertained liabilities of the Association at December 31, 1942, have been provided for in the accompanying balance sheet.

A summary of the account of the Committee on Aid to Displaced Foreign Psychologists is presented in the following:

Amount appropriated in 1942 (included in committee expense of treasurer's office).....	\$200.00
Excess of expenses over income for prior years previously charged to net worth.....	\$26.99
Expenses of the committee for the year 1942.....	42.55
	69.54
Unexpended balance at December 31, 1942.....	<u>\$130.46</u>

Deferred income represents the unexpired portion of subscriptions to the various publications of the Association at December 31, 1942. We tested the computations of the Association with respect to the amounts deferred to cover the unexpired subscriptions.

Information submitted to us indicated that certain funds reserved for specific purposes were not to be considered a part of the general funds of the Association. The Council has authorized cash in the amount of \$3,126.99, carried in a special savings account in the Peoples Savings Bank in Providence, to be used for post-war reconstruction of psychology. This amount represents the unexpended balance of funds received for the ninth international meeting plus accumulated interest thereon to December 31, 1942. Under the terms of a gift whereby the Association acquired the *Journal of Abnormal and Social Psychology*, any surplus funds arising from its publication are to be used solely for purposes of that journal. The amount of such surplus funds at December 31, 1942, was determined as follows:

Balance at January 1, 1942.....	\$4,911.75
Net income from operations for the year—as shown by accompanying statement of income and expense.....	763.08
Balance at December 31, 1942.....	<u>\$5,674.83</u>

Opinion

In our opinion, the accompanying balance sheet and statements of income and expense and net worth present fairly the position of the AMERICAN PSYCHOLOGICAL ASSOCIATION, INC. at December 31, 1942, and the results of its operations for the year, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

ERNST & ERNST
Certified Public Accountants

BALANCE SHEET
AMERICAN PSYCHOLOGICAL ASSOCIATION, INC.

December 31, 1942

	ASSETS	
<i>Cash</i>		
Demand deposit.....	\$11,592.27	
For deposit.....	<u>15,244.32</u>	\$26,836.59
Savings accounts (\$8,801.82 reserved for special purposes).....	<u>.....</u>	31,844.06
Office cash funds.....	<u>.....</u>	65.96
		<u>\$58,746.61</u>
<i>Marketable Securities</i>		
U. S. Savings bonds—at cost.....	\$30,000.00	
Railroad bonds—at cost.....	<u>7,802.50</u>	\$37,802.50
Accrued interest on bonds.....	<u>.....</u>	159.58
		<u>37,962.08</u>
<i>Accounts Receivable</i>		
For sales, reprints, printing costs, etc.....	\$ 1,744.61	
Less reserve.....	<u>872.30</u>	\$ 872.31
Due from Dr. James P. Porter for subscriptions to Journal of Applied Psychology.....	<u>.....</u>	2,329.80
		<u>3,202.11</u>
<i>Inventories</i>		
Valuation placed on stock of back numbers of publications.....	<u>.....</u>	1.00
		<u><u>\$99,911.80</u></u>

LIABILITIES AND NET WORTH

<i>Accounts Payable</i>	
For printing costs and expenses.....	\$2,652.08
To authors of Psychological Monographs.....	183.12
	<hr/>
<i>Contract Payable</i>	
Due to Dr. James P. Porter for purchase of Journal of Applied Psychology—payable \$83.33 per month beginning January 31, 1944.....	10,000.00
	<hr/>
<i>Deferred Income</i>	
Unexpired subscriptions to: Psychological Abstracts.....	\$8,253.01
Journal of Experimental Psychology.....	4,159.01
Psychological Bulletin.....	2,325.38
Psychological Review.....	1,779.48
Journal of Abnormal and Social Psychology.....	1,998.15
Psychological Monographs.....	1,190.50
Journal of Applied Psychology.....	3,322.30
	<hr/>
<i>Reserved for Special Purposes</i>	
Funds to be used for post-war reconstruction of psychology.....	\$3,126.99
Surplus funds of Journal of Abnormal and Social Psychology.....	5,674.83
	<hr/>
Assessment from members for maintenance of Office of Psychological Personnel for the year 1943.....	\$8,801.82
Unexpended balance of appropriation to Committee on Aid to Displaced Foreign Psychologists.....	4,964.50
	<hr/>
<i>Net Worth</i>	
Balance at December 31, 1942.....	13,896.78
	<hr/>
	50,151.99
	<hr/>
	\$99,911.80
	<hr/>

STATEMENT OF NET WORTH
AMERICAN PSYCHOLOGICAL ASSOCIATION, INC.

Year ended December 31, 1942

Balance at January 1, 1942.....	\$56,240.05
Add:	
Excess of expenses over income of Committee on Aid to Displaced Foreign Psychologists for prior years charged to current year's appropriation.....	26.99
Net income for the year—as shown by accompanying statement of income and expense.....	\$4,709.64
Less portion of net income reserved for special purposes:	
Net income of Journal of Abnormal and Social Psychology.....	\$763.08
Interest on funds to be used for post-war reconstruction of psychology.....	61.61
	824.69
Deduct cost of Journal of Applied Psychology.....	
Balance at December 31, 1942.....	<u><u>\$50,151.99</u></u>

**INCOME AND EXPENSE
AMERICAN PSYCHOLOGICAL ASSOCIATION, INC.
Year ended December 31, 1942**

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BUDGET FOR 1944

TREASURER'S OFFICE

BASED ON 2800 ASSOCIATES, 600 MEMBERS

ABSTRACTS \$3.00; BULLETIN \$.75

Estimated Income

Dues (M 6.50, A 2.75)	\$10,020.00
Subscriptions	
Abstracts	9,900.00
Bulletin	2,550.00
Interest	1,000.00
Sale of Yearbooks and Programs	
Assessment (\$2.00 per Member and Associates)	6,700.00
	<hr/>
	\$30,170.00

Estimated Expenses

Subscriptions	\$ 9,900.00
Abstracts	2,550.00
Bulletin	500.00
Office Supplies and Expense	100.00
Telephone and Telegraph	500.00
Printing	600.00
Proceedings	1,500.00
Yearbook	100.00
Treasurer's Bond	2,000.00
Secretary's Stipend	400.00
Treasurer's Stipend	375.00
Auditing accounts	300.00
Incidentals, Annual Meeting	25.00
Intersociety Color Council	10.00
Membership in American Council on Education	50.00
Program Committee	10,000.00
Office of Psychological Personnel	600.00
Committee on the Constitution	1,000.00
Contingency Fund	<hr/>
	\$30,510.00

PSYCHOLOGY AND THE WAR

Edited by

DONALD G. MARQUIS

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AGENCIES FOR REHABILITATION AND VOCATIONAL READJUSTMENT

DONALD G. MARQUIS

Office of Psychological Personnel

The problems of demobilization after the war are of such magnitude that no comparisons can be found. Ten million or more men and women in the armed services, and twenty million or more in civilian war work of various kinds will require occupational readjustment. The period of mobilization of this vast force has been spread over only four years; during the demobilization period the pressure for speed will be even greater.

The problems of rehabilitation of the injured, and of vocational guidance and training are of special interest to psychologists. This review will present a short description of the existing facilities and agencies concerned with these problems. The information has been secured by interviews with the national directors of the several agencies, and when possible from published laws, administrative orders, and bulletins. The following statements should not be construed as official.

Army and Navy Services. Members of the armed forces who suffer physical injury or who are psychiatrically disabled are cared for in service hospitals before they are discharged. In addition to the more usual medical care, such men will receive physical and occupational therapy; they will be provided with artificial limbs, and with artificial aids for hearing and visual impairment, and will be trained in the proper use of such appliances. They will also receive counsel and training to help in their adjustment to their disability. Clinical psychologists and rehabilitation training workers are now employed in several of the service hospitals and it is expected that many more will be utilized in the near future.

A consultation service or mental hygiene unit, has been established in many of the training centers of the Army and Navy. Such units ordinarily comprise psychiatrists, psychologists and social workers, and are attached to headquarters staff under co-operative supervision of the office of the Surgeon General. Men who present individual problems of adjustment are referred for careful and comprehensive study leading to recommendations for therapy, discipline, reassignment, hospitalization, discharge, etc. When discharge is carried out, the Red Cross is utilized as liaison for continued service by civilian agencies. The operation of a mental hygiene unit will be described in an article by Lt. Col. Louis L. McQuitty to be published in the December issue.

Whether the Army and the Navy will undertake a systematic program of vocational counseling and training for all demobilized men has not been announced. Both services have a large group of carefully selected and experienced personnel workers who were responsible for the classification of the civilian draft army into military occupations. The record card for each soldier contains a wealth of valuable information: his civilian work history, his numerous aptitude scores, and his in-service technical training and experience. It seems possible that the classification process could be operated in reverse at the time of demobilization.

Veterans Administration. In March of this year Congress amended the veterans legislation to provide more adequate vocational rehabilitation for persons with service-connected disabilities (2). The work is now being organized as the Vocational Rehabilitation Service, under the directorship of H. V. Stirling. The central administration in Washington includes a Vocational Advisement Division, a Training into Employment Division, and a Research Division. The actual operations will be carried out at the 53 Regional Offices of the Veterans Administration, which are located in the various states and territories.

Each Regional Office will establish a Vocational Rehabilitation Division under the direction of a Vocational Rehabilitation Officer. Additional personnel such as Vocational Advisers and Training Supervisors will be appointed as found necessary. Recruitment for these positions by the U. S. Civil Service was begun in August. There is also provision for the utilization of consultants where it is considered advisable.

Any veteran whose disability is such as to entitle him to a pension is eligible for the rehabilitation services of vocational counseling and of free vocational training for as long as four years. The vocational advisers are directed to utilize the occupational aids described by C. L. Shartle in a later paper in this issue, and are given the following instruction regarding tests:

As sources of information regarding the aptitudes and abilities, including the general level of mental ability, and the occupational level of persons receiving vocational advisement, the vocational advisers will use any obtainable data regarding the abilities manifested by past performance in actual employment or indicated by the results of such aptitude and ability tests as have previously been administered, if the recorded results of such tests are made available, or by the results of the application of tests approved by central office to be administered by personnel properly trained and experienced in the technique of administering such tests. Until further instructions are issued on this subject, the use of such tests should be limited to small quantities of those which are generally available

commercially and recognized by competent authorities on the use of such tests as being standard and highly reliable. Such a test must not in any instance be administered by any person untrained in the use of it. (3).

Vocational Rehabilitation Division of the Federal Security Agency. Physically handicapped individuals whose disability is not service-connected are cared for by the Vocational Rehabilitation Division, Michael Shortley, Director. This agency was established in 1920 within the Office of Education in the Department of the Interior. It has recently been transferred to the Federal Security Agency.

Actual procedures are carried on by the State Departments of Vocational Rehabilitation which are supported by joint Federal and State funds. Congress acted in July to increase the Federal funds available for the joint operation of the services, and to provide for more effective coordination and control of the State Divisions. There is at present no provision for the appointment of psychologists as such, but several are working in various states as Rehabilitation Officers.

The magnitude of the task confronting the Vocational Rehabilitation Division may be judged from the estimate that there are approximately 4,000,000 persons with permanent physical impairments, of which half are either employed or trying to find work. The U. S. Office of Education estimates that each year approximately 80,000 physically handicapped workers should have occupational-adjustment service in order to find employment (5), and it may be expected that this number will be much greater as the result of the expansion of war industry.

The Rehabilitation Divisions of each State provide physical restoration, vocational training, and vocational guidance for any handicapped person. The nature of the vocational guidance work is described in a bulletin issued by the U. S. Office of Education (4). The utilization of psychological services in an expansion of a state rehabilitation service is described in the succeeding article in this issue.

The three types of agencies described above are concerned with disabled individuals of three classes: members of the armed forces, veterans, and civilians. But the problem of occupational readjustment of those not disabled is just as pressing and is many times as great in magnitude. This phase of the rehabilitation problem is not yet fully worked out, but the following existing agencies are necessarily involved.

U. S. Selective Service. Acts of Congress dealing with the Selective Service System provide that persons who have left govern-

ment employment or private employment to enter the armed services shall on completion of their service be reemployed in the same or in comparable positions. To accomplish this goal Selective Service has established a Reemployment Division, under the direction of Colonel Sanders. Special Reemployment Committeemen have been appointed to serve on a voluntary basis with the 6450 local draft boards. These committeemen will act as personal representatives for the ex-service man in helping him find reemployment.

The local draft boards expect to cooperate in the reemployment work with existing agencies such as the American Red Cross, the Veterans Administration, the State Vocational Rehabilitation Services, and the U.S. Employment Service. But there is no provision for the utilization of professional personnel by the Selective Service. Psychologists in university departments, clinics, or public and private social agencies, who are able to offer voluntary service in vocational guidance may get in touch with the State Director of Reemployment in Selective Service, or with state or local committees where such have been established.

Vocational Training Opportunities. Provision for education and vocational training is a necessary part of any readjustment program. Existing law now provides free training for physically-handicapped men, both service and non-service. No specific provision has been made to provide training for those who are not disabled (6).

It is the task of those responsible for vocational guidance to place and supervise the individuals in suitable training courses. Many agencies will be involved in post-war training: public schools, colleges, technical institutes, labor unions, churches, and clubs, as well as specially created courses. Many of the latter have been set up to care for the needs of war mobilization and might be oriented for post-war needs. These courses have been coordinated by Federal agencies in the U. S. Office of Education and in the War Manpower Commission.

U. S. Employment Service. The Division of Employment Service of the War Manpower Commission with its regional and state organizations and with the local U. S. Employment Services will be primarily responsible for the vocational placement of individuals. These agencies have been established for some time and have a background of experience and skill which make them a necessary part of the readjustment process. It is expected that all agencies,

Army, Navy, and civilian, will utilize the Employment Service for placement. A description of the occupational aids which have been developed by extensive research for improving the placement service is presented in a later paper in this issue by C. L. Shartle.

Possible Future Developments. It is apparent that most adequate provision has been made for the rehabilitation, training, guidance, and placement of disabled service personnel and civilians. There is at present no over-all coordination of similar services for the remaining service men and war workers who will require occupational readjustment. In July, 1942, President Roosevelt authorized the appointment of a Conference on Post-War Readjustment of Civilian and Military Personnel, Floyd W. Reeves, Chairman, to study this broad problem and to report to the National Resources Planning Board. The final report was published in June, 1943 (1). Recommendations were made concerning the general plan of demobilization, benefits for service men, industrial conversion for full employment, and rehabilitation, training, vocational counseling and placement. Of particular interest to psychologists are the following recommendations of the Conference:

At the ports of debarkation that are also demobilization centers and at other demobilization centers, there should be created readjustment centers to provide vocational and educational information and guidance for those being demobilized from the services.

In the chief centers of war industry, readjustment centers should be established to assist civilian war workers. Such centers should have available the types of service which could be offered by government agencies.

A strong central directive agency should be established in the Federal Government for the integration of the administration of all Federal agencies engaged in the post-war readjustment of civilian and military personnel, and for such planning as may be appropriate thereto. Because of the urgent need for action well in advance of the termination of the war, the central directive agency should be established without delay (1, pp. 105-106).

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THE ROLE OF PSYCHOLOGY IN A REHABILITATION PROGRAM

DOROTHY P. MARQUIS, *Yale University,*
FREDERICK W. NOVIS, *Connecticut State Dept. of
Vocational Rehabilitation,*
AND
S. MEDFORD WESLEY, *Yale University*

The urgent need for the full utilization of manpower created by the war has brought into clear focus the problem of rehabilitating individuals who are physically handicapped. Although for the past twenty years facilities have been available for rehabilitation services, earlier service stressed medical diagnosis, provision of hearing aids, visual aids, artificial appliances, etc., to a greater degree than occupational diagnosis, vocational selection and guidance, and training. However, there has been increasing emphasis on the problem of vocational guidance until at the present time psychological diagnosis and recommendations have become an integral factor in the program.

Vocational rehabilitation service in Connecticut, which this paper will describe briefly, was inaugurated in 1930, under the direction of the State Board of Education. It was established to provide vocational guidance; vocational training for all types of suitable occupations; artificial appliances, including hearing-aids, where required as part of the preparation for employment; supplies, work tools and other equipment needed in the course of training; and aid in securing employment suited to the particular physical defect of the individual.

Early in 1942 a program was set up which involved a fuller utilization of psychological techniques and methods. One phase of this program was introduced on March 15, 1942, when the first Rehabilitation Clinic was held at Yale University. The aim of the Clinic was to bring the handicapped client into contact with the employer and to present to the employer an evaluation of the individual's vocational potentialities in terms of his physical handicap, his occupational and educational backgrounds, and his psychological aptitudes. Before the Clinic was held, the following types of information about the client were obtained:

- (1) the medical diagnosis with recommendations concerning the client's physiological limitations and his fitness for work;
- (2) psychological evaluation of his intelligence, aptitudes, personality, etc.;

(3) background information including educational and occupational history, family relationships, duration of handicap, etc.

The Clinic involved the assembling at one conference of the clients, the employers, representatives of training agencies, representatives of the U. S. Employment Service, and the specialists concerned with the diagnosis of the individual's capacities (rehabilitation supervisors, psychologists, physician).

The conduct of the Clinic, in which each client was individually considered, was in general as follows:

(1) Presentation of occupational, educational, medical, and psychological information about the handicapped person to the Clinic Conference Group. These facts were presented by rehabilitation supervisors, clinic physician and clinic psychologist, in the absence of the physically handicapped person who waited in an adjoining room.

(2) Presentation of the handicapped person. This involved a brief informal interview in which the client was given a full opportunity to express himself freely about his desires, his likes, and his problem. Clinic participants were invited to question the client with regard to his interests, his training, and his job goals.

(3) Discussion to clarify information and to formulate recommendations after the client had left the room. This was the most important phase of the clinic session, providing the integration of information between the Clinic specialists (rehabilitation supervisors, psychologists, physicians) and the employers. This allowed employers an opportunity to secure a well rounded summary of the occupational, physical, and mental capacities of each client. Recommendations were formulated and accepted on the basis of this interchange of information and suggestions.

(4) Clinic follow-up. Recommendations fell usually in one of the following categories: (1) Ready for selected placement in a specified occupation, (2) Vocational training, (3) Arrangement of appliance, (4) Further psychological study, (5) Job training, (6) Further medical study. It was part of the Clinic action to pave the way for positive moves in the direction of Clinic recommendations. In many cases, referral for further study, or for training arrangement, or to job openings was made immediately or early the following day. Each phase of the client's progress was carefully followed so that the success of the adjustment could be determined.

To date twenty similar Clinics have been held at various industrial Connecticut cities. The clinical procedure has given the authors an opportunity to study the validity of recommendations made on the basis of appropriate psychological tests, and to follow up the success of adjustment of a varying group of handicapped individuals.

The selection of appropriate psychological tests to use in the Clinics was done carefully and with full consideration to the validity of a test score for a particular handicapping condition. In per-

sons with motor defects, such as amputations of limbs or arms or fingers, or atrophy or deformity of an extremity, or motor incoordination, care had to be exercised in valid measurement. In case of sensory defects, such as vision or hearing restrictions, the psychologists had to determine the suitability of certain tests in view of these conditions. Other defects such as respiratory and circulatory defects found in such handicapping conditions as arrested tuberculosis, cardiac conditions, hypertension, etc., imposed fewer restrictions in psychological testing.

In spite of these limitations it was found both feasible and necessary to work out a program of some group testing. Only those who had eighth grade education or better, were able to read and write easily, and had no severe sensory defects were handled in the group testing. At least half of the people who came to the Clinic had eighth grade education and a large number of them were still young and anxious to be prepared to enter remunerative employment. In order to increase the number of clients examined it was found possible to give intelligence tests and certain of the pencil-and-paper tests in groups of 20 or less. However, as many clients as possible were given individual examinations.

The tests were selected from the following battery:

Intelligence tests: Wechsler-Bellevue Adult Intelligence Test, Otis Self-Administering Test (Intermediate or Higher form), Revised Army Beta, Scovill Classification Test.

Manipulative and manual dexterity tests: Minnesota Rate of Manipulation Test (Placing, Turning), O'Connor Finger Dexterity Test, Purdue Pegboard, U. S. Employment Service Finger Dexterity Test.

Mechanical aptitude tests: O'Rourke Mechanical Aptitude Test, Minnesota Spatial Relations Test, Minnesota Paper Form Board.

Clerical tests: O'Rourke Clerical Problems, O'Rourke Clerical Reasoning Test, Minnesota Vocational Test for Clerical Workers, U. S. Employment Service Clerical Test.

Personality tests: The Bell Adjustment Inventory, Freyd Occupational Interest Blank, Minnesota Multiphasic Personality Test.

The psychological examinations were done by the authors, by Dr. R. B. W. Hutt of Trinity College, and, under supervision, by graduate students in clinical psychology at Yale University. The selection of tests to be administered was prescribed on an individual basis with consideration given to medical, educational, occupational, and personal factors. It was possible on the basis of the test results to secure some measure of the individual's general intelligence, non-language and verbal abilities, manipulative ability and finger dexterity, and an indication of his aptitude for higher-order

mechanical work. Since there appeared to be a rather severe shortage of draftsmen and blue print readers, the Minnesota Paper Form Board and Minnesota Spatial Relations test were used with the younger and more alert clients in the hope that high scores on these tests would select those men who could most profitably take special war training courses in these subjects. The personality tests were given not only to obtain objective scores, but to serve as a basis for discussion of personal problems and vocational interests.

After the testing procedure had been completed, the scores were interpreted and recommendations for training or job placement were made in the light of the client's physical limitations, suitability for available jobs, his interests and his occupational history. Many recommendations included a period of training either "on-the-job" or in preparation for particular job openings. Recommendations were facilitated by use of job dictionaries, and job analysis data of various Connecticut industries made by Dr. Clyde Gleason of the U. S. Employment Service.

The following represents the status of the 222 clients who were given psychological service from March 1942 through June 1943:

Placed and working.....	136
Uncooperative or lost contact.....	20
Action pending but work plans incomplete.....	19
Physically unfit for work.....	17
No suitable job found.....	15
Still in training.....	8
Found own job.....	3
Appliance only.....	1
Institutionalized (mentally defective).....	2
Not handicapped.....	1

The types of handicaps present in the group were as follows: leg and foot disabilities, 27.6%; arm and hand disabilities, 18.3%; tuberculosis, 17.5%; vision, 12.5%; hearing, 8.6%; cardiac, 3.5%; speech, 3.1%; epilepsy, 2.3%; miscellaneous (e.g. "nervous," circulatory, gastro-intestinal), 6.6%.

The mean age of the group was 36.5 years with a range of 17 through 82 years. The mean of the highest grade reached in school was 8.9, with a range from no schooling to college education.

The mean I.Q. of the group was 94, suggesting that these clients are fairly representative of the general population with respect to intelligence. Table I shows the mean I.Q. ratings on the various intelligence tests administered.

TABLE I
INTELLIGENCE LEVEL DETERMINED BY VARIOUS TESTS

Test	Number Given	Average I.Q.
Wechsler-Bellevue	57	96
Otis S. A.—Intermediate	48	87
Otis S. A.—Higher	18	102
Scovill Classification Test	65	97
Revised Army Beta	54	*
Henmon-Nelson	1	99
	243	94 (N = 189)

* I.Q.'s were not computed on this test.

The average I.Q. is based upon those tests in which the norms and adequacy of the tests for the individual made the computation of an I.Q. feasible.

Table II shows the median percentile ratings of the group on the other tests of the battery.

TABLE II
PERCENTILE RATINGS ON MECHANICAL, MANIPULATIVE,
AND CLERICAL TESTS

Test	Number Given	Median Percentile
Minn. Paper Form Board	52	53
O'Rourke Mechanical Aptitude	89	54
Minn. Spatial Relations	82	56
Minn. Placing	198	38*
Minn. Turning	174	57
O'Connor Finger Dexterity	176	44
Minn. Clerical: Names	76	57
Minn. Clerical: Numbers	80	46
O'Rourke Clerical Problems (Junior Grade)	63	50

* It was noted that one-armed people tended to do poorly on the Minnesota Placing Test even though the test requires the use of only one arm and hand.

Although Table II indicates that the group medians tend to be within average range for the above tests, the distribution of the actual scores did not follow the normal curve. Table III illustrates the tendency of the tested group to be more heterogeneous than normal and to pile up at the extremes.

The somewhat superior scores on the Minnesota Paper Form Board, the Minnesota Spatial Relations Test, and the O'Rourke Mechanical Aptitude Test are probably due to a selective factor because these tests were usually given only to the relatively superior client.

TABLE III
DISTRIBUTION OF TEST SCORES ON MANIPULATIVE, MECHANICAL,
AND CLERICAL TESTS

Test	0-19 percentile	20-79 percentile	80-99 percentile	N
Theoretical distribution	20	60	20	
Minn. Paper Form Board	23	44	33	52
O'Rourke Mechanical	16	57	27	89
Minn. Spatial Relations	29	42	29	82
Minn. Placing	33	49	18	198
Minn. Turning	25	51	24	174
O'Connor Finger Dexterity	31	50	19	176
Minn. Clerical: Names	13	63	24	76
Minn. Clerical: Numbers	12	57	31	80
O'Rourke Clerical Problems	32	43	25	63

Table IV summarizes the job placements for the cases in the group who have been placed and have been successfully working on the job for at least two months.

TABLE IV
JOB PLACEMENTS OF GROUP EXAMINED

Type of Job	N	Per cent
Machine operation	27	19.9
Clerical work (typing, accounting, time-keeping, checking, etc.)	27	19.9
Maintenance (guard, janitor, elevator operator, loading, etc.)	23	16.9
Inspection	19	14.0
Assembly	13	9.6
Executive or foreman	6	4.4
In business school	4	2.9
Drafting	2	1.5
Miscellaneous	15	11.0
	136	

For those actually employed, the mean starting wage was \$31.20 a week, with a range of \$15.00 to \$60.00.

The validity of the recommendations made on the basis of psychological examinations has not yet been fully established. It was not always possible to place a client in a job directly related to his aptitudes as measured by test scores because of his physical limitations, unavailability of jobs, etc. Of the 136 clients examined and placed, 79 obtained positions consistent with the recommendations; 35, jobs which were related to the recommendations; and 22, jobs which were unrelated to their aptitudes as measured. The

clients furthermore had usually not been working long enough to permit a statistical follow-up of their adjustment. Of 27 clients who had been working for two months or longer to whom questionnaires were sent, 24 checked their job placement as satisfactory, 3 as fair. Employers of 23 of these workers checked the workers' progress as follows: *absenteeism*: good, 21; fair, 2; *production*: good, 17; fair, 3; *reliability*: good, 20; fair, 2. In addition, a questionnaire returned by 37 employers gave the following information concerning absenteeism, reliability, production, and proneness to injury: 69% of the ratings classified the handicapped employees as somewhat better than the able-bodied worker in the above factors; 21% stated that the handicapped were equal to or no different from the able-bodied; 10% classified handicapped persons as definitely superior to their able-bodied workers.

The following are a few spontaneous and typical comments (selected from a large number) from employers regarding their success in the utilization of handicapped workers. The president of a war plant which employs 117 handicapped workers in a total employment of 1000 states: "The percentage of lost time is much less than among our regular employees." The works manager of a plant employing 2000 workers comments: "None of the above (handicapped) lose time due to their condition and they are less apt to take a day off now and then than the normal person." The general manager of a war plant employing 5000 workers, of which 280 are handicapped, states: "The percentage of absenteeism on the part of these handicapped persons is not excessive and corresponds quite well with others not handicapped." The vice-president of one of Connecticut's oldest concerns reports. "The physically handicapped have a very good record. Their attendance in all but one case is regular and their production is entirely satisfactory both from the standpoint of quality and quantity. None of the above show unusual susceptibility to injury."

These surveys indicate that employers through the urgent necessity for manpower, have employed many handicapped workers. Many of these employers now volunteer opinions that this was good business, and that handicapped workers, if they are carefully selected and properly guided into fields in which they have comparable ability, will equal and sometimes exceed the usefulness of the able-bodied. This acceptance of the handicapped by employers was aided materially by attendance of personnel managers at Rehabilitation Clinics, where they gained at first hand familiarity

with the extensive diagnostic measures carried on by rehabilitation service.

A comparison of the success of the rehabilitation of the above clients with the results of a rather unsatisfactory recent attempt to rehabilitate for employment a group of handicapped veterans of World War I, leads to the conclusion that it is of the utmost importance to accomplish the vocational adjustment of the individual as soon as it is physically possible for him to go to work.

Twenty men were selected for study from the group at Rocky Hill Veterans Hospital, Connecticut, on the basis of interviews, past experience and interest, as most likely to profit from rehabilitation service. They were enrolled in a standard machine operation course and provided with transportation, and maintenance during training. Additional services in some cases included the provision of appliances, work tools, texts, and work clothing.

The training was a standard 200-hour course conducted for eight hours a day. Of the group, 55% completed the course at the standard rate; 20% of the group upon recommendation of the instructor were released from training before the completion of 200 hours because of superior and rapid progress (the average for this group being 117 hours' training). The remaining 25% failed to complete the course for various reasons such as "too slow," "work too complex," "physical limitations," "temperamental difficulties," "trainee impatient, wants job immediately."

Regardless of the degree of success attained during training, each client was followed closely and positive aid was given each trainee in securing a job consistent with his ability, skill, and interests. The brisk demand for trained workers made job opportunities available to 90% of the group. Of these 75% were offered jobs consistent with their training, 25% jobs not related to their training (this largely because their training was not satisfactory or incomplete). The mean wage offered was \$42.00 a week.

The argument for prompt rehabilitation rather than delayed, as in the case of the group under consideration, is in the fact that only a small proportion of these men satisfactorily handled the jobs which had been obtained for them. The success of the group may be measured in terms of the following criteria: 30% have been faithful workers for three months or more, and are reported as working at this writing; 10% failed to investigate the job opportunity offered (cause usually alcoholism); 15% failed to report for work after having been told by an employer that they were hired

(usual cause alcoholism); 45% accepted work, worked successfully for varying periods of time (average one month) and then brought about the termination of their employment. The cause in these cases also was alcoholism in eight out of nine cases. The obvious difference in the success of prompt rehabilitation as contrasted with this delayed attempt at rehabilitation of World War I veterans points to the urgent need for immediate psychological study and supervision of men who will come out of the present World War as physically handicapped individuals.

Results of the above studies and the problems which have been suggested as a result of the studies indicate that there are a number of ways in which the services of a trained psychologist can be utilized in a rehabilitation program. The following are some of the functions which seem to fit the role of the psychologist:

A. Operational procedures

1. Vocational guidance based on aptitude testing.
2. Psychological counselling.
3. Supervision of training: speech correction, training in visual efficiency, training in residual hearing and in the use of artificial appliances, training in recovery of motor functions.

B. Research

1. Test construction: better validation of existing aptitude tests, construction of new tests for various occupational skills, tests adapted to various physical defects.
2. Job family analyses for physically handicapped.
3. Investigation of the most efficient conditions of work for the various types of physical disabilities. In a field where the medical man is concerned with the limitations of the types of activities in which a client can engage, where engineers are concerned with modification of the design of machines, equipment, and tools to be used by the physically disabled, there is a field of investigation open to the psychologist to study factors influencing production and job satisfaction such as frequency and length of rest periods for various disabilities, noise factors, distractions, etc.
4. Special methods of training in industry for handicapped individuals.
5. Problems of morale among the handicapped.

C. Psychological consultation.

Psychologists should be available for consultation as members of a working team which might include rehabilitation supervisors, personnel managers, and physicians, and be able as a result of their background of training to contribute ideas on questionnaire forms, problems of personnel selection, statistical evaluation of research programs and other such problems.

OCCUPATIONAL ANALYSIS ACTIVITIES IN THE WAR MANPOWER COMMISSION

CARROLL L. SHARTLE, BEATRICE J. DVORAK, AND ASSOCIATES

Division of Occupational Analysis and Manning Tables, Bureau of Manpower Utilization, War Manpower Commission, Washington, D. C.

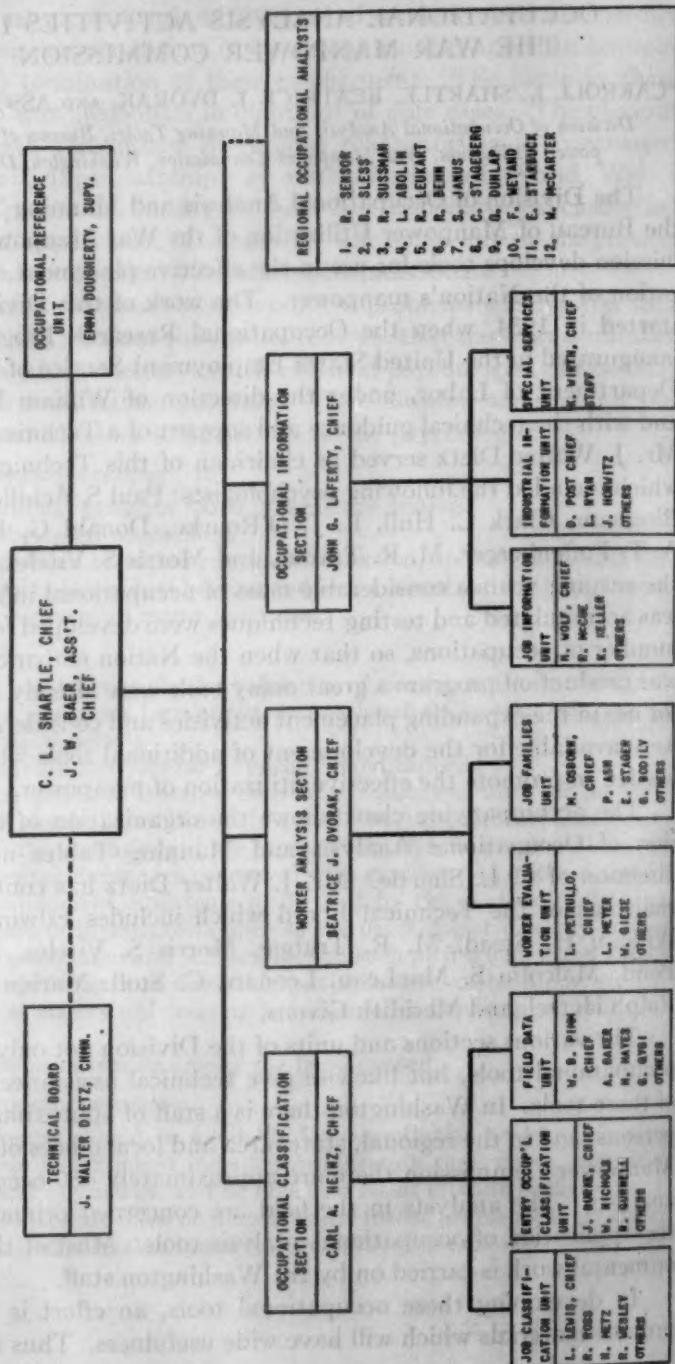
The Division of Occupational Analysis and Manning Tables in the Bureau of Manpower Utilization of the War Manpower Commission develops tools for use in the effective placement and utilization of the Nation's manpower. The work of this Division was started in 1934, when the Occupational Research Program was inaugurated in the United States Employment Service of the U. S. Department of Labor, under the direction of William H. Stead and with the technical guidance and support of a Technical Board. Mr. J. Walter Dietz served as chairman of this Technical Board which included the following psychologists: Paul S. Achilles, W. V. Bingham, Clark L. Hull, L. J. O'Rourke, Donald G. Paterson, A. T. Poffenberger, M. R. Trabue, and Morris S. Viteles. During the ensuing years a considerable mass of occupational information was accumulated and testing techniques were developed for a large number of occupations, so that when the Nation embarked on its war production program a great many tools were already available for use in the expanding placement activities and considerable data were available for the development of additional tools which were needed to promote the effective utilization of manpower.

The accompanying chart shows the organization of the Division of Occupational Analysis and Manning Tables under the direction of C. L. Shartle. Mr. J. Walter Dietz has continued as chairman of the Technical Board which includes Edwin A. Lee, William H. Stead, M. R. Trabue, Morris S. Viteles, Millicent Pond, Malcolm S. MacLean, Leonard C. Stoll, Marion Hedges, Ralph Hetzel, and Meridith Givens.

The various sections and units of the Division not only develop occupational tools, but likewise give technical assistance to users of these tools. In Washington there is a staff of approximately 200 persons, and in the regional, state, area and local offices of the War Manpower Commission there are approximately 450 occupational analysts. The analysts in the field are concerned primarily with the application of occupational analysis tools. Most of the developmental work is carried on by the Washington staff.

In developing these occupational tools, an effort is made to provide materials which will have wide usefulness. Thus the prod-

**DIVISION OF OCCUPATIONAL ANALYSIS & MANNING TABLES
BUREAU OF MANPOWER UTILIZATION**
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ucts of the division are used not only by the offices of the War Manpower Commission but also are extensively applied by employers, unions, the Armed Forces, and by various Government agencies. Consequently the division works in very close cooperation with the users of its products, so that the materials can be effectively applied.

Thus far approximately 20,000 industrial plants and 50,000 employed workers have cooperated in the research. Seventy-five thousand jobs have been analyzed, 10,000 of which were in the Armed Forces.

OCCUPATIONAL TOOLS

Job Families. A Job Family contains lists of occupations related to a single occupation or to a limited number of selected occupations. This tool has provided considerable assistance to industry, government, the Armed Forces, and training agencies in dealing with problems of classification, selection, transfer, and upgrading.

Over 85 Job Families have been prepared showing groups of occupations related to a specific occupation. Some of these have been developed for use in selecting workers from related occupations for upgrading to an occupation in which there was a critical shortage of experienced workers; others have been prepared for use in transferring workers from occupations in which there were surpluses of unemployed workers. In addition, over 45 Job Families have been developed for entire industries. Some of these have been concerned with the conversion of workers from less-essential industries to war work, while others have been prepared to assist war industry in recruiting suitable workers and in upgrading and transferring the employees already on the job. Another series of Job Families has been developed to show the civilian occupations related to military occupations.

These materials, containing extensive information on job relationships, the basis for the relationships, and in many cases the training probably required for workers with related experience, have been distributed widely to Regional, State, and local offices of the War Manpower Commission. In local United States Employment Service offices the Job Families provide placement personnel with occupational information to assist them in finding suitable workers to fill job openings, in determining suitable job possibilities for unemployed workers, and in selecting workers for suitable war training. Regional and state occupational technicians have

used Job Families to advantage in assisting and advising industry on problems relating to manpower recruitment, allocation, and utilization. Job Family information prepared for the U. S. Army, U. S. Navy, U. S. Marines, and U. S. Coast Guard has been used by them in their classification and assignment of recruits on the basis of related civilian experience. Job Family information has also been supplied to other government agencies such as the National War Labor Board, Bureau of Labor Statistics, War Production Board, and the Office of Price Administration for their use in dealing with problems such as wage adjustment and industry curtailment and concentration. Vocational guidance agencies and training centers have also found useful information in Job Families, both for counseling and for planning the content of training courses.

The basic data from which the Job Families are developed consist of job analysis schedules and worker characteristic forms on which the job analysts indicate their estimates as to the amounts of worker traits needed for successful performance of the job. These include traits such as strength, dexterity, and memory. All available schedules and forms resulting from job analyses of the same job in various plants in different parts of the country are compared and summarized, and the information is transferred to Speed Sort cards. A card is prepared for each occupation. About 85 different items are entered on the card, including information on experience, training, industry, machines, tools, work performed, and worker characteristics required. The Speed Sort cards are punched and set up in files.

The items which are punched on the card indicate the pattern for that job and the cards are sorted to find the occupations which have the same or a similar pattern. In the development of the Job Family for Airplane Woodworker, for example, the first step involved the determination of all the requirements of that job. The relative importance of each requirement was determined by considering how large a part of the job it constituted, how important it would be in the training of a new worker, and how high a level of skill it represented. Each of the many requirements of the job, outside of specific employer requirements of age, sex, experience, etc., could be grouped into four major categories, as follows:

(1) *Nature of work done*—the basic processes involved in the work of the job; in this instance laying-out, cutting, shaping and forming, and assembling.

(2) *Significant worker characteristics required*—the pattern of worker traits required in an outstanding degree for successful job performance; in

this instance ability to plan, manual dexterity, eye-hand coordination, perception of form, and knowledge of structures and shop practices.

(3) *Machines, tools, and other work aids used*—in this instance several woodworking machines and hand tools, as well as blueprints and special measuring devices.

(4) *Material worked on*—in this instance wood.

Certain items were selected as minimum requirements. All jobs which, through sorting, were found to lack these requirements were discarded, since workers from those jobs would probably not be any better than persons selected at random to fill an opening for Airplane Woodworker. Additional sorts after this stage were made in order to place all the related occupations in their proper relationship to the Airplane Woodworker because of additional requirements held in common. The order in which each additional sort was to be made was determined from the original analysis and ranking of the requirements of the Airplane Woodworker.

Tools for Placement and Utilization of Physically Handicapped Workers. There has been an increasing need for tools to aid in the placement and utilization of physically handicapped workers—not only because of the stringencies in the labor market and the necessity for utilizing such reserve workers, but also because the Armed Services are discharging disabled personnel and it is important to return these people to civilian employment as rapidly as possible.

The technique of physical demands analysis has been developed for this purpose. The Physical Demands Form supplies a standard terminology which makes it possible to relate the physical capacities of individuals to the physical requirements of jobs. The job analyst prepares the physical demands information on jobs. From observation of the job, he determines the specific physical requirements, working conditions and hazards. The interviewer appraises the physical capacities of the applicant in the same physical demands terms, verifying such appraisal by medical reports when available. He then compares his appraisal of the applicant's physical capacities with physical demands information on specific jobs related to the applicant's experience.

Special Aids for Placement of Military Personnel. Special aids are being prepared for use in the placement of persons discharged from the Armed Forces. These contain the following information:

- (1) civilian occupations related to military occupations;
- (2) additional training which would be required of the Service man before placement in the related civilian occupation;
- (3) physical activities and working conditions characteristic of the related civilian occupations.

A volume of special aids covering Navy occupations has already been published and is being used by personnel from local offices of the War Manpower Commission who interview men prior to their discharge from Navy hospitals and make arrangements for their placement in suitable training courses or employment. A similar volume of special aids covering Army occupations is now being prepared.

Trade Tests. Oral Trade Questions have been developed for over two hundred occupations. They are used in almost all United States Employment Service offices. In addition, close to 5000 copies of the volumes of the trade questions are used by the War Department and approximately 600 copies by the Navy Department. The U. S. Coast Guard, the U. S. Marine Corps, and the War Shipping Administration also use the trade questions; and the British and Canadian Armed Forces have also been supplied with copies.

In the local Employment Service offices, trade questions are used as aids in the placement and utilization of skilled workers. In the Armed Forces they are used as aids in the occupational classification of military personnel and in the assignment of such personnel to specific occupational duties.

These trade questions are prepared as lists of questions alone and also as lists of questions which pertain to pictures. The picture trade questions may pertain to a photograph showing an operator at a machine, in which case the questions are designed to measure the worker's knowledge of how to operate the machine; or they may pertain to specific job duties such as blueprint reading or micrometer reading.

In addition to trade questions, performance trade tests have been developed for measuring typing and dictation proficiency. These are used in many offices of the War Manpower Commission in handling the placement and utilization of clerical workers.

The sets of trade questions are developed according to carefully worked out procedures which insure that the questions are pertinent to the occupation and that they differentiate between experts and other groups of workers such as apprentices, helpers, and workers in related occupations. The development of trade tests involves the following steps: (1) occupational survey; (2) collection of questions for an occupation; (3) preliminary verification of the questions; (4) final verification; and (5) final preparation of selected questions.

The occupational survey involves the securing of information

concerning the details of all knowledge and skill factors necessary for adequate performance of all duties of the occupation for which the test is to be developed. The second step involves the collection of questions concerning all the details of the job. These questions are secured from experts on the job and are worded in the language of the worker. The questions apply specifically to the knowledge and skill factors which have been determined to be pertinent to the job.

The entire list of questions is then tried out on a preliminary sample of experts in the occupation and a group of workers in closely related occupations. The object of this preliminary trial of the questions is to select a list of questions which adequately cover all phases of the occupation and which appear to differentiate roughly the experts from the non-experts. Considerations such as the ambiguity of a question, the number and types of answers given to a question, and the difficulty of the question are carefully evaluated when the set of questions is selected for further experimental trial. The final verification of the questions involves their administration to experts, apprentices and helpers, and workers in related occupations in all parts of the country. The workers' answers to the questions and their comments are recorded verbatim.

The final step involves a careful evaluation of the questions which have been administered to workers in plants throughout the country. Each question is carefully analyzed and a final set of questions is selected. Standards such as the following are used in determining which questions are to be selected for the final form of the test:

- (1) the question must be specific and pertinent to the job;
- (2) the question must not be ambiguous;
- (3) the question must not be so difficult that many experts cannot answer it, nor so easy that many apprentices, helpers, and workers in related occupations know the answer;
- (4) the question must differentiate between experts and apprentices, helpers, and workers in related occupations; and
- (5) the question must not have too many answers.

In addition to the analysis of each question, statistics such as the critical ratio are employed in order to compare responses of the experts and non-experts. Norms are computed for each set of questions, and whenever there are enough questions which survive the verification, alternate forms of the test are developed.

Aptitude Tests. Aptitude-test batteries have been developed for about 170 occupations and are used in Employment Service

offices to aid interviewers in selecting the most satisfactory beginners to be referred for training on a job or in a training course. A number of our aptitude tests are also used by the War Department.

At the present time emphasis in the work on the development of aptitude-test batteries is being placed on those occupations which are important in the war effort. Batteries have been developed for occupations such as Explosive Operator, Aircraft Riveter, Arc Welder, Precision Lens Grinder, Booster Inspector, Radio Transmitter Assembler, Machinist, Sheet Metal Worker, Power Sewing Machine Operator, and Power Press Operator.

Before an aptitude study is carried out, a preliminary survey is made. Such a survey includes the making of a job analysis; estimation of the worker characteristics involved in the job; the collection of personnel information such as the number of workers employed, and the age, education, and length of experience of the workers; a determination of whether the work performed by the different workers is comparable; and a determination of possible criteria that might be used as measures of job proficiency. When this preliminary information indicates that conditions are favorable for the conduct of an aptitude study, the following steps then ensue: the selection of an adequate experimental sample of workers or trainees, the development of an adequate criterion, the administration of an experimental test battery to the workers or trainees, the statistical analysis of the data to select the best combination of tests, and the development of norms. In order to validate the battery for nation-wide use, check studies are conducted on additional samples of workers in the same occupation. After the battery has been put into use as a selection device, follow-up data are collected, when possible, to determine the effectiveness of the battery in selecting the most satisfactory beginners for referral to job openings. Some work has already been done on the development of general aptitude-test batteries, and it is planned to do more work of this type. A general battery is developed from data for several samples of workers in each of a number of related occupations and thus applies to a group or family of occupations.

Research is also being conducted on the determination of basic factors or fundamental aptitudes underlying numerous tests which have been found to have predictive value for various types of occupational proficiency; and the construction of tests which measure each of the basic factors. In constructing such tests it is planned to combine for each factor the three or four tests which

are most highly loaded with that factor. Since the tests will be designed to measure the more important human abilities involved in occupational proficiency, the results of such tests should prove of great value for occupational counseling. For this purpose it is intended to develop occupational norms by means of which each applicant's test achievements can be evaluated. A series of factor analysis studies of 54 of our aptitude tests is in progress. Some preliminary results indicate that some of the factors underlying these tests are similar to factors which have been discovered previously by Thurstone and other investigators.

Occupational Definitions and Classifications. The most widely used tool prepared by the division is the *Dictionary of Occupational Titles*. The *Dictionary* defines and classifies 21,000 separate jobs. Approximately 50,000 copies of the *Dictionary* are in use. Four thousand five hundred copies are in use by the Army, Navy, Coast Guard and Marines. Private industry is using 10,000 copies and schools and libraries 5,000 copies. The United States Employment Service uses 16,000 copies. During the past twelve months 1800 definitions have been added to the *Dictionary*. The *Dictionary* was issued originally in 1940, and in order that additions and revisions may be made a Supplement is issued approximately every six months.

Occupational Information. Occupational information is made available through the preparation of job descriptions. Job descriptions have been issued in book form for 14 industries. In recent months job descriptions for important war jobs have been issued in booklet form on an occupational basis rather than on an industrial basis. Approximately 17,000 copies of each description are prepared for distribution to the offices of the War Manpower Commission and to other Government agencies which require the information. In addition to the issuing of the regular job descriptions the Division operates a nation-wide occupational information service. This service utilizes the Occupational Reference Unit of the Division which has on file copies of 75,000 job analysis reports, several thousand plant Manning Tables, and a large amount of other data received from employers, unions, and Government agencies.

Manning Tables. A widely used tool which has been developed by the Division is the Manning Table. The Manning Table is in reality a personnel blueprint which an employer may prepare, if he wishes, as an aid to manpower utilization within his plant and as a tool for planning Selective Service withdrawals, recruiting, and

training. The Manning Table shows the classification of jobs within the plant either according to the *Dictionary of Occupational Titles* or some other standard and reveals the numbers and percentages of workers in each occupation. The Manning Table also shows the extent to which women are being utilized, the extent to which jobs are being re-engineered, and jobs in which handicapped workers are utilized; and gives a forecast of the labor requirements for the next six-months period. Manning Tables have been developed thus far by approximately 4,000 plants, and at present there are approximately 3,000 plants in the process of preparing Manning Tables. The Division, using the information derived from plant Manning Tables, prepares industry Manning Tables which reveal the occupational classifications and distributions by industrial activity and also bring out factors of utilization that are typical in the industry. Industry Manning Tables have been developed as part of manpower utilization programs in both England and Germany.

CONTRIBUTION OF PSYCHOLOGISTS

While no attempt is made by the Division to label certain products and activities as in the exclusive field of the psychologist, the activities concerning Job Families, trade tests, and aptitude tests are carried on primarily by persons who have a background in psychology. In the occupational classification and occupational information activities of the Division, fewer persons with psychological training are used, but psychological training nevertheless has a contribution to make to these activities. The Division attempts to have a well integrated program which draws heavily upon the skills of persons with backgrounds in psychology, business administration, personnel administration, and engineering. Staff members trained primarily in psychology are encouraged to absorb training and to develop professional skills in the activities of the Division for which training other than psychology is a more frequent requirement. Thus, while there are a number of specialists, emphasis is placed upon the development of personnel who are well rounded in the program.

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THE USE OF JOB FAMILIES FOR THE PHYSICALLY HANDICAPPED

CLYDE W. GLEASON, *Occupational Technician,
U. S. Employment Service, Hartford, Connecticut*

Until recently the occupational counseling of the physically handicapped has not utilized scientific psychology in anything like a comprehensive or systematic fashion, and the result was that such counsel was safely negative rather than hazardously positive. It cannot reasonably be expected of a physician who is not an occupational specialist, that he should tell his patient what he might do for a living, though he may be very explicit in telling him what he must not do. At best, the doctor can put his negative advice in positive language only in some such way as this: You must do light work; it must let you sit down most of the time; it must not be night work; it must not be competitive or at high speed; you must be able to forget it at closing-time. There is the prescription, and someone who knows the specific characteristics of the job opportunities within the patient's range must help him fill it. Obviously that person must be a job analyst or have direct access to the results of job analysis. Obviously, too, he must be capable of assaying the individual's potentialities, developed skills which might be salvaged, and other limitations which might restrict the range of work beyond those imposed by the physical disability itself.

The reason why really good occupational counselors are so scarce is because they must be skilled and experienced in both of these historically separate fields. It ordinarily takes one kind of psychologist to feel at home in industry, to talk the language of the foreman, to know hundreds of jobs in name and in fact, and their variations from plant to plant, and to know, first-hand, the tasks of the farm, the office, the merchandising establishment and the great miscellany of personal, technical and professional services. It takes another type of psychologist to know the clinic and its instrumentalities, and to know how to understand and to adapt his methods to the infinitely varied forms of physical disability.

It is apparent that the problem of vocational rehabilitation of hundreds of thousands of disabled veterans and casualties of war industry calls for wholesale methods, quickly applied. There will not be time to provide adequate training to novitiates in any combination of these two broad and complex fields. There may, how-

ever, be time to give those who are now masters of one field, specific training and useful tools to offset their deficiencies in the other. It may be possible to help occupational analysts, industrial engineers, employment interviewers and others who are close to industry, to acquire some of the complementary clinical knowledge and understanding that they will need if they are to be useful in this new task. On the other hand, it may be practicable to provide clinical psychologists, psychiatric social workers and educational guidance people with concentrates of job information which have been designed and developed by occupational specialists for the purpose.

In the preceding article (Shartle et al) the development and construction of such occupational tools has been described. All of them, including Job Families, physical demands analyses, trade tests, aptitude tests, and occupational information, are necessary, for the vocational counseling of the physically handicapped. The present paper deals chiefly with the utilization of Job Families.

Job Families for the physically handicapped have been developed in response to a need for more specific knowledge of the full range of tasks which each major type of physically impaired person might fittingly perform. Like other Job Families, the series for the handicapped vary in type to meet specific needs. One of them, for example, is entitled "Arc Welder and Related Occupations Suitable for Individuals with Loss or Complete Disability of One Hand." The wartime demand for workers in this area has been particularly heavy, and analysis has revealed that in twenty-one industries a total of forty-two occupations related closely to arc welding can be manned successfully by persons with that disability. Surveys of people actually so employed confirm the analysis. In this, as in all Job Families, a standard title and classification number for each listed occupation are means of reference to definitions in the Dictionary of Occupational Titles, to Job Descriptions which supplement the definitions by detailed statements covering significant phases of the job, special mental and experience requirements, analyses of normal physical demands, requisite training, etc., and to trade questions, aptitude tests, and other aids.

Another and more common type of Family covers all of the usual occupations in a given industry, and provides, for each, "a recommendation as to its probable suitability for the employment of individuals with any one of eleven types of physical impairment." A foreword states that ". . . each suggestion is based on

a careful comparison of the average limitations the disability imposes upon a person, with the typical physical demands and requirements of the occupation. . . ." The user is cautioned that not all recommendations have been validated; that not all people can succeed in work recommended for their type, and that one must be on guard against atypical working conditions.

The eleven types of disability which are treated in this series are listed below. Each is identified in Family listings by the letter symbol which precedes it.

- A Loss of one thumb and one finger of either hand
- B Loss or complete impairment of one hand or arm
- C Fallen arches and flat feet, or varicose veins
- D Leg disabilities—lame with severe limp, or one leg amputated above the knee, or cases in which crutches are used
- E Hernias
- F Severe back or spinal injuries
- G Gastric ulcers or abdominal adhesions
- H Heart disease (minor cardiac ailments)
- J Inactive pulmonary tuberculosis, asthma, or chronic bronchitis
- K Defective vision (not total blindness)
- L Deaf-mutism

For each disability type there is a summary of "the various factors which have been considered in recommending jobs as suitable or unsuitable. . . ." The following statement concerning heart disease is illustrative:

Occupations requiring more than average strength, exertion, or endurance, or in which emotional strain is likely to develop, are not considered suitable for individuals with heart disease even of the minor types permitting normal or but slightly diminished activity. This includes activities such as heavy lifting, pushing, or pulling, or quick movements such as may occur in climbing, crawling, running, walking, stooping, or bending which may prove injurious to these persons. Since cardiac cases must also avoid worry, anxiety, and irritation such as may arise in hazardous or unpleasant conditions of work, and in addition, must not be subjected to marked changes or extremes in temperature, pressure or humidity, occupations involving either are regarded as unsuitable.

Several Families of this type have been made available for the use of local Employment Services. These particular Families contain recommendations for all of the principal occupations in each of the following manufacturing industries: ammunition and explosives, firearms, tanks, gun sights and bomb sights, ordnance, aircraft, airplane engines, ship, boat and submarine building, air

transportation and aircraft maintenance, military and naval construction and petroleum refining.

The Aircraft Family is representative. Three hundred seventy-five occupations, ranging from professional to unskilled levels, are treated as shown in the following segment:

Occupational Code	Title	DISABILITY										
		A	B	C	D	E	F	G	H	J	K	L
6-94.233	Circle-Shear Operator II	X	0	0	0	X	0	0	0	0	0	X
6-94.234	Crowning-Machine Operator	X	0	0	0	X	0	X	0	0	0	X
6-94.240	Bending-Machine Operator, Pneumatic	X	0	0	0	X	0	0	0	0	0	X
6-95.001	Solderer I	X	0	X	X	X	0	X	X	0	0	XX
6-95.053	Tube-Bending-Machine Operator I	X	0	0	0	0	0	0	0	0	0	X

In the code numbers shown above, the "6" indicates that the occupations listed are semi-skilled. "94" is the code for sheet metal occupations, and "95" for a miscellany of inter-industry metalworking occupations. The three final digits in each number place the occupation in industry or area sub-groupings. An "X" in a given column indicates that the occupation is probably suitable for individuals having the type of disability denoted by the letter symbol at the head of the column.

Reference to the Dictionary of Occupational Titles would reveal that in the first occupation in the above segment, Circle-Shear Operator II, the worker "... cuts out blanks from sheet metal of light gage, according to markings, for fabrication into engine exhaust stacks, pipes and other airplane parts, using a circle-shear machine; lifts sheet metal into position level with circular cutters of machine; starts machine and guides sheet metal into cutters along lay-out markings" The "X's" indicate that this work might be done by individuals (otherwise qualified), who suffer (A) loss of one thumb and one finger of either hand, (E) hernia, or (L) deaf-mutism; but should not usually be attempted by people with any of the remaining eight disabilities. Solderer I, to take another example, is one who "... joins metal parts . . . by melting and applying solder . . . along edges to be joined . . . or between surfaces with flux . . ." This job is more tolerant of physical handicap, and can be performed by otherwise qualified persons in eight of the eleven specified disability types, but should not normally be attempted by persons who suffer (B) loss or complete impairment of one hand or arm; (G) gastric ulcers or abdominal adhesions, or (K) defective vision.

Uses of Job Families for the Handicapped. There are two ways to use this type of Family:

(1) If one must find suitable employment for a person with one (or more) of the eleven types of disability, one can first collect the available Families for the industries which are within his geographical employment range, trace through the column (or columns) covering his disability, and check all items which seem to be reasonably within his range of aptitudes and interests; then

continue the process of elimination by exploring existing openings for those occupations and matching the individual to the job.

(2) If one must recommend people with physical disabilities for given job openings, one can first identify the opening with a job family listing (and this means a careful comparison, not of names and titles, but statements of duties and minimal qualifications); then note the one or more types of handicap, if any, to which the job is tolerant; check the clientele for those individuals who have those disabilities and explore their other qualifications until suitable candidates are found.

BOOK REVIEWS

ABEL, THEODORE M. & KINDER, ELAINE F. *The subnormal adolescent girl.* New York: Columbia University Press, 1942. Pp. xii + 215.

Two distinguished research psychologists, both of whom have also had long practical experience in utilizing the fruits of psychological research in guidance of other people, have combined in the writing of this book. It may well stand as a sample of the kind of insights expected from the capable clinical psychologist of the future. The authors have drawn sufficiently heavily upon research investigations on the nature of feeble-mindedness that the book has considerable scientific merit; at the same time the minutiae of research findings are definitely subordinated to the behavioral consequences entailed by the attempts of the subnormal girl to make her way in a world which is far from being geared to her understanding. While subnormal girls of age fourteen to nineteen are not cut all from one pattern, they still have many problems in common. It is these problems, and the individual ways which the girls have of meeting them, which make up the bulk of contents of this book. It is a very real and lifelike description of the techniques of adjustment which are tried by the subnormal adolescent and the ways in which these techniques work for or against her.

The limitations of age range (14 to 19 years) and of intelligence level (the range 50 to 89 IQ) work out well for purposes of keeping the subject matter of reasonable proportions. Girls of this age are at adolescence, the period of transition from childhood to adult status. Yet the high grade subnormal girls described here are not prepared at this age to get along without adult guidance to the same extent as girls of more average intelligence. They wish to follow the course of most young women of our culture, to finish school, obtain a relatively pleasant job which they can hold without too much yelling from the boss, and later to marry. Yet by the time of adolescence, Drs. Abel and Kinder think, nearly all subnormal girls are aware that they are in some way atypical. And, as the authors truly observe: "If there is one thing that any adolescent girl is sensitive about, it is to be treated as atypical." The subnormal child has, with his limited learning ability, not only to learn the ways of the world as does the normal child, but he must also have by adolescence a pretty fair idea of what his role is and where he can best enter a competition which is nearly always to the swiftest. Upon him who has not is thus deposited a double learning problem, and it is no surprise that many are not able to master the problem without considerable help.

Throughout the authors' copiously illustrated discussion of the problems of the subnormal girl in her home, at school, in industry, and in an institution are scattered many gems of case material and clinical wisdom. Clearly described, for example, is the way in which the rigidity and desire for conformity of the subnormal girl may be capitalized on in a job. The usually less strained adjustment of a subnormal girl to her far from brilliant family, as compared to the difficult time had by a girl of similar mental level in adjusting to a family with obvious intellect and high vocational standards, is a point too often forgotten when IQ's are compared

in a vacuum, as it were, without consideration of group standards other than general population norms. The "cultural trap," present in every school system, which aims to have every child reach a given hypothetical level of intellectual achievement and the obvious effects of this trap on the subnormal are here examined in a fresh and revealing way. The importance of protection and guidance of the subnormal in her initial adjustments to industry is especially well brought out. Perhaps the best part of the book is that dealing with the problems of job satisfaction for these girls, a field in which the authors have had much practical experience. These are brief samples of the rich background and flexible approach which will make this book highly useful to clinical psychologists and psychiatrists and especially valuable for recommendation to those who deal with subnormals from a slightly different point of view: social workers, teachers, visiting nurses, probation officers, judges and industrial personnel officers.

The last three chapters are concerned with more general material: the seriously maladjusted girl, community handling of subnormality, and a discussion of origins and control of intelligence defects. These round out a serious compilation of factors influencing the lives of adolescent girls of less than average intelligence. Most important for the future of clinical psychology, however, is the fact that the authors have been able to present, clearly and without undue academics, a useful and penetrating guide for those who attempt to aid such girls in making their lives more tolerable.

PAULINE SNEDDEN SEARS.

Iowa Child Welfare Research Station.

NAGGE, JOSEPH W. *Psychology of the child*. New York: Ronald Press, 1942. xvi + 530.

In the preface of this new book on child psychology the author states that in order to include a "representative survey" of available material no attempt has been made to present a systematic point of view. Dr. Nagge has indeed presented more material than is often found in a text of this nature, but has sacrificed the interest which is derived from the inclusion of the author's own philosophy. In thus presenting much experimental material to the relatively inexperienced student the author has made a welcome departure from usual practice. Many texts on child psychology are so padded or diluted that they encourage a superficial attitude toward the field. Especially complete and well handled are the chapters on history, perception and motivation.

In general, the presentation of experimental evidence is clear and remarkably free from error, although in some instances Dr. Nagge has fallen into the error of too brief and over-simplified treatment of controversial issues. For example, this reviewer questions the wisdom of the inclusion of the chapter on exceptional children which is particularly brief and incomplete. These pages might well have been devoted to a fuller discussion of some of the aspects of normal child development, which would make for better integration of the book as a whole.

The usual topics found under mental and physical growth are treated in detail. Only one chapter, however, is included on social development and personality, and only a few scattered pages are devoted to children's emotions. No doubt this is a deliberate telescoping of the last mentioned aspects of child development in order to give an adequate treatment to the former. Perhaps the time has come when it is no longer possible to give detailed and complete consideration to all aspects of child psychology in one volume.

The chapters on play and mental and physical hygiene should be helpful to parents and teachers. There is relatively little use of illustrative material applying general principles to individual children. Those who are more interested in theory than in practice will not find this a defect. On the other hand, those teachers who feel that the more practical aspects of child care and training should be stressed, and that more emphasis should be placed on social, emotional, and personality development, will perhaps devote a greater proportion of class time to their discussion when using this book as a text, or require additional readings in these areas. The bibliographies are extensive and carefully selected, and make the book valuable as a reference source.

KATHARINE M. MAURER.

University of Minnesota.

SUPER, DONALD E. *The dynamics of vocational adjustment.* New York: Harper, 1942. Pp. xiii + 286.

This book undertakes to set forth the principles of vocational guidance "from the point of view of the needs to be met and of the task to be performed." It is presumably a text for a beginning course in guidance, and makes no attempt to deal intensively with technical phases of measurement, clinical work, follow-up procedures, or occupational analysis and information. Concepts of vocational guidance are first reviewed against a background of social, economic, and attitudinal aspects in American occupational trends and traditions. Then the personal characteristics and economic factors basic to vocational adjustment are discussed. Methods of choosing jobs and preparing for them are briefly described. The problems of transition from school to work, adjustment on the job, use of leisure time, and unemployment are treated in separate chapters. A final chapter is devoted to the organization and administration of vocational guidance. The author believes that this method of treatment is not solely "from the point of view of the counselor, teacher, or administrator"; it is used as a more functional approach to his topic.

Dr. Super's material is best documented and most penetrating in the second and sixth chapters, wherein he deals with the gradual economic and occupational stratification of our society on the one hand, and, on the other hand, the "hitch-your-wagon-to-a-star" philosophy which young people tend to assimilate from adults and our educational system. The resultant conflict and frustration among individual youth at the "gaps between aspiration and achievement" demand rigorous modification of "education and public opinion—to develop more enlightened attitudes."

The chapter on intelligence and education in vocational adjustment is also well-documented and concise. But other parts of the book are not up to the standard of these three chapters. This may be due in part to the author's attempt to exclude from the text for an introductory course detailed treatment of measurement and clinical procedures, for example, yet to include enough of the literature on these topics to indicate their importance. The result is a relatively superficial treatment of aptitudes, personality, interests, and attitudes, both as psychological factors and as measurable aspects of job adjustment. This is followed by an extremely restricted discussion of vocational prediction versus vocational counseling, which tends to negate the value of legitimate correlational studies in favor of continuous guidance interviewing through a step-by-step process of growth. While one may well agree with the continuity of the process of guidance, the process still rests in part on theories of prediction and organization of behavior which need documentation, even for the beginning student.

A similar difficulty is encountered in the chapter dealing with adjustment on the job. Here the complex personality interplays and deviations which may result in maladjustment are reduced to a few broad situational diagnostic categories and a few general therapeutic methods. The end-result of the author's treatment is to oversimplify the problems of vocational guidance without pointing out its technical foundations and operational difficulties.

There is, unfortunately, some internal evidence of hasty writing and organization, which detracts from the book's general merit. Within the chapters, bibliographical numbers occasionally either do not key with their citations at the end of each chapter or refer to an incorrect reference by the author cited (see pages 126, 139, 166). Contradictory or confused statements appear; for example, clerical aptitude is cited as "of little importance elsewhere" (68) and as "of some value . . . in selecting certain types of mechanical workers . . ." (70). Again, the school is listed as the key agency for vocational guidance, (40) yet later, social agencies, during the 1930's, "seemed to be in the key situation for vocational guidance" (260). The selected bibliographies for each chapter frequently list several identical references, giving some evidence of the diffusion and repetition in chapter organization.

In general summary it is fair to say that the author has outlined all phases in the total function of vocational guidance, as he set out to do. In the reviewer's judgment, certain phases have been treated in a superficial manner, even beyond the limitations of an introductory text. Furthermore, there is a very real question whether *vocational* guidance, as one phase of guidance and personnel work, should be dissociated in an introductory course from the total field of which it is a part. If not, then Super's book must be supplemented by other texts. If so, then Super's book, on its own merits, is probably not up to the standard of other texts, such as Myers' *Principles and Techniques of Vocational Guidance*.

JOHN G. DARLEY.

University of Minnesota.

NOTES AND NEWS

James MacKeen Cattell Grants-in-Aid of Research. The following James McKeen Cattell Grants-in-Aid of Research for 1943-1944 in Applied Psychology have been awarded by The Psychological Corporation, 522 Fifth Avenue, New York, N. Y.: RUTH MILLBURN CLARK, Univ. of So. Calif., A method of administering and evaluating the thematic apperception test in group situations; LOUISE T. GROSSNICKLE, Univ. of Chicago, A factorial analysis of the Merrill Palmer Preschool test on two age groups, 31-33 and 49-51 months; ELSIE MURRAY, Cornell University, Variation in hue sensitivity in normal and aberrant cases: Test devices; HELEN NAHM, Univ. of Minnesota, Evaluation of some of the outcomes of the nursing school curriculum; MAURICE E. ODOROFF, Univ. of Minnesota, A genetic analysis of reactions of delinquent and non-delinquent boys to words included in certain tests of emotional development; SUZANNE K. REICHARD, Columbia University, The age factor in the development of specific mental abilities; HAROLD F. ROTH, Univ. of Minnesota, An analysis of production records in a selected manual operation; BABETTE F. SAMELSON, Radcliffe College, The relationship between race prejudice and insecurity; HELEN D. SARGENT, Northwestern University, An application of projective principles to a paper and pencil personality test. The James McKeen Cattell Grants-in-Aid Committee consists of ROSE G. ANDERSON, GEORGE K. BENNETT, HARRY D. KITSON, A. T. POFFENBERGER, ALBERT D. FREIBERG, *Secretary*, WALTER R. MILES, *Chairman*.

The Baly Medal of the Royal College of Physicians, London, has been awarded to F. C. BARTLETT, professor of experimental psychology at the University of Cambridge, for his work in the science of physiology and in particular for his contributions to experimental psychology.

The Junior College Journal, the official journal of the American Association of Junior Colleges, is publishing an extensive series of articles on the relations of Psychology to the War in its current issues. LOUISE OMWAKE is chairman of the Special Committee on Psychology of the American Association of Junior Colleges.

J. W. L. JONES, professor of psychology, Heidelberg College, has been retired after forty-one years of service.

THOMAS A. LEWIS, professor of psychology, Denison University (Granville, Ohio), has retired after twenty-nine years of service. LYNDE C. STECKLE, assistant professor of psychology, succeeded Dr. Lewis as head of the department. Dr. Lewis plans to devote much of his time to writing but will teach one course during the coming academic year.

DOUGLAS PARRY, clinical psychologist at Syracuse University, has been appointed clinical psychologist in the Bureau of Child Guidance at the Southern Illinois Normal University at Carbondale.

M. DUANE BOWN, has recently been promoted to an assistant professorship of psychology at Whitman College (Walla Walla, Wash.).

ELISABETH BELL, has been made a part-time instructor in psychology at Park College (Parkville, Mo.).

DAVID P. BODER of the Illinois Institute of Technology has been acting during the past year as Psychological Consultant to the U. S. Army

Signal Corps Training Program at I.I.T. His book "The I.I.T. Morse Code Training Forms: A Method of Learning by Anticipated Recognition," is just off the press.

GEORGE E. HILL, dean, Morningside College (Sioux City, Iowa), has been appointed director of student personnel and associate professor of education and psychology, Macalester College, St. Paul, Minn.

A program of scientific research to develop tests for measuring the intellectual and performance capacities of spastic children will be undertaken by the University of Southern California as the result of an initial endowment of \$5000 made recently by the Crippled Children's Society of Los Angeles County and the California State Society for Crippled Children. This program will be supported over a period of five years. Volunteer public and professional organizations, as well as individuals dealing with spastic children will have access to the psychometric clinic which is a unit of the psychology department at the University of Southern California.

The Business Office of the American Psychological Association Publications has a number of copies of the Edgerton-Paterson "Tables of Standard Errors and Probable Errors of Percentages for Varying Numbers of Cases" printed on large sheets of paper. Copies will be sent to anyone who desires them, as long as the supply lasts, upon receipt of 10 cents to cover mailing and handling charges. Address W. L. VALENTINE, Business Manager, APA Publications, Northwestern University, Evanston, Ill.

NOTICE

In recent months the direct commissioning of men in the Army or Navy has been drastically curtailed, and there is almost no opportunity for psychologists except through regular induction channels. The Services, however, still provide many opportunities for the assignment of men and women to psychological duties after the completion of basic training. The Office of Psychological Personnel can assist in such assignments by forwarding information about psychologists to the appropriate officers in the several divisions of the Army and Navy.

Qualified psychologists who expect to be inducted are, therefore, asked to register with the *Office of Psychological Personnel, 2101 Constitution Avenue, Washington 25, D. C.*, on forms which are provided by the Office. They should later notify the Office as soon as they are inducted, giving their serial number and branch of service.

